

## **Annex 3**

### **Equality impacts of B&NES Budget Savings & Income Generation Proposals 2018/19 to 2019/2020**

#### **1. Introduction and legal background**

This Appendix outlines the impacts of the Council's budget proposals from an equalities perspective. The Equality Act 2010 makes it unlawful to discriminate against an individual because of certain personal characteristics ('protected characteristics'). The law also requires that equality issues are considered by public bodies as part of decision making, especially where services are reduced or redesigned.

#### **2. Actions so far**

As part of the Council's equality analysis process, a small working group has undertaken a review of the savings and income generation items set out in the draft budget report and which were also reported as part of the draft Council Operational Plan at each of the January/February PDS Panels.

This relevant budget Appendix shows previously reported savings and income generation proposals, approved by Council in February 2017, along with new proposals for consideration as part of this year's 2018/19 budget process.

This review has highlighted those proposals with the potential to have the most significant impacts upon service users, and what actions, if any, should be considered to mitigate any unexpected or unintentional impacts. The findings of this initial review, highlighting those proposals that could have the most significant impacts upon vulnerable groups, are set out in the table below.

Where appropriate, reference is also made to the operational plan which sets out additional information on the key changes being put forward and how they will be managed.

#### **3. Cumulative impacts**

Some people with protected characteristics may be impacted upon by several proposals. It will be important to ensure that the impacts from the proposals are considered alongside each other as further details are developed (and within any consultation), in order to identify the cumulative impacts upon our communities. These impacts will be assessed and managed through the Council's relevant programme and project management processes and other governance processes.

#### 4. Next steps

This document is designed to assist in the further development of implementation plans for the budget recommendations in the light of equalities analysis. This document will therefore be presented to the Resources PDS Panel on 5<sup>th</sup> February 2018 and will be appended to budget reports prepared for Cabinet and Council. For each budget proposal that is adopted it is proposed that the following actions will be taken:-

- **Equality Impact Assessments/Equality Analysis** will be undertaken for all proposals where initial reviews have revealed likely significant impacts upon particular groups of people due to their protected characteristics.
- **Inclusive consultation:** where consultation is arranged as part of taking any of these proposals forward, a diverse range of people will be encouraged to take part. This will help highlight any additional equality impacts that may need to be addressed and mitigated where possible. A variety of methods will be used to access consultees. The Equalities Team will advise on this.
- **Clear communication:** wherever it is planned to introduce changes, communication will be clear so that relevant information is accessible to disabled people (for example, people with visual impairment or learning disability) and those for whom English is an additional language. The Council has commissioned Oncall Interpreting services to assist with [Interpreting and Translation](#) where necessary.
- **Incorporate equalities issues within commissioning specifications.** Where proposals include commissioning or recommissioning external providers, detailed equality requirements will be built into contract specifications. This will ensure that best practice relating to equality in delivery of services is continued and improved upon when delivered by external partners.
- **Use workforce training and development to promote equalities.** A number of the budget proposals contain opportunities to advance equality (for example, by targeting services towards those who are most vulnerable); or to find ways of mitigating any potential barriers people might face (for example, helping people access alternative local support). Council staff will receive additional training to be aware of, and sensitive to, the particular needs of different groups of people. Equalities training is available as part of the Corporate Training Programme, and bespoke training will be arranged by the Council's Equalities Team.

- **Monitor delivery and outcomes.** Where services are subject to redesign, equality monitoring will be carried out to help identify if the service is operating as intended, if it is reaching and meeting the needs of our most vulnerable communities; and if there are any unforeseen impacts that need to be addressed. The Council has adopted equality monitoring guidelines on the categories that should be included, and the wording of questions. Officers will also refer to existing data sources in the design and planning of services, for example the [Joint Strategic Needs Assessment](#) which contains detailed information on our communities, much of which is broken down by protected characteristics.

<b>Savings proposal name</b>	<b>Cabinet Portfolio</b>	<b>Potential equality impacts</b>	<b>Potential mitigations</b>	<b>Divisional Director</b>	<b>PDS panel</b>
Transport - Moving People from A to B	Transport & Environment	<ul style="list-style-type: none"> <li>• There may be issues moving some users from dedicated buses or taxis onto community transport which may impact on some vulnerable users.</li> <li>• Support may be withdrawn on bus routes where there are low numbers of users, or where routes are almost commercially viable. There may be small numbers of bus users affected.</li> </ul>	<ul style="list-style-type: none"> <li>• There may be alternative options available such as community transport</li> <li>• To help us make decisions on the future of a number of supported bus services under contracts which are due to end during 2018, the Council is currently seeking the views of residents and users of the services on the best and most appropriate way to proceed. The responses will help us develop the detail of specifications for any contracts that are re-tendered</li> </ul>	Martin Shields	Community, Transport and Environment (CTE)
Parking Services Review	Transport & Environment	<ul style="list-style-type: none"> <li>• There a range of potential impacts and 'Balancing your needs: a parking strategy for B&amp;NES' has been discussed at the Independent Equalities Advisory Group.</li> </ul>	<ul style="list-style-type: none"> <li>• The proposals within the review aim to prioritise the needs of residents and disabled people.</li> <li>• Parking services have worked to ensure that</li> </ul>	Martin Shields	Community, Transport and Environment (CTE)

<b>Savings proposal name</b>	<b>Cabinet Portfolio</b>	<b>Potential equality impacts</b>	<b>Potential mitigations</b>	<b>Divisional Director</b>	<b>PDS panel</b>
			the consultation was widely publicised in a variety of different ways to ensure a wide range of groups took part. A timetable for this and for decision-making is set out in the Operational Plan		
Waste strategy	Development & Neighbourhoods	<ul style="list-style-type: none"> <li>The greater reliance on online material with a reduction in hard copies could mean that it may be more difficult for those who do not have access to IT to be kept informed of changes</li> </ul>	<ul style="list-style-type: none"> <li>It will still be possible for residents to address queries in person via our One Stop Shops and over the telephone via Council Connect.</li> </ul>	Martin Shields	Community, Transport and Environment (CTE)
Community support services	Adult Care, Health and Wellbeing	<ul style="list-style-type: none"> <li>There is potentially reduced access to the existing model of service for some people with a learning disability and dementia as the service model is redesigned with a shift away from the current, traditional day-centre model</li> </ul>	<ul style="list-style-type: none"> <li>The aim is to maximise independence, realigning transport provision and reducing longer term dependency on funded care for people with a learning disability.</li> </ul>	Jane Shayler	Health and Wellbeing Select Committee.

<b>Savings proposal name</b>	<b>Cabinet Portfolio</b>	<b>Potential equality impacts</b>	<b>Potential mitigations</b>	<b>Divisional Director</b>	<b>PDS panel</b>
Adult Social Care proposals (Assistive technologies; Day care; Provider relationships; Reablement).	Adult Care, Health and Wellbeing	<ul style="list-style-type: none"> <li>• Whilst the overall aim might be to increase independence, these proposals could be experienced by older people, disabled people and their carers, as a removal of support that they are accustomed to.</li> <li>• There will also need to be consideration of any impacts upon carers, particularly women, who are over-represented as carers.</li> </ul>	<ul style="list-style-type: none"> <li>• Emphasis will be on supporting service users to maximise independence.</li> <li>• Transition to new ways of working and a new model will require a significant shift in culture and practice and staff will be supported to achieve this shift and in how to engage service users and carers with any specific changes</li> </ul>	Jane Shayler	Health and Wellbeing Select Committee.
The Adult Social Care 'Front Door Review'	Adult Care, Health and Wellbeing	<ul style="list-style-type: none"> <li>• This will place a greater emphasis on providing health advice and guidance, and on preventative and self-care issues, along with further links with voluntary sector providers.</li> <li>• This will help to ensure that statutory services are made more easily available for those in</li> </ul>	<ul style="list-style-type: none"> <li>• Service users will be supported to maximise their independence and packages will not build unnecessary dependency on funded services, resulting in improved outcomes</li> </ul>	Jane Shayler	Health and Wellbeing Select Committee

Savings proposal name	Cabinet Portfolio	Potential equality impacts	Potential mitigations	Divisional Director	PDS panel
		<p>need.</p> <ul style="list-style-type: none"> <li>Implementing this change will be challenging, as it will involve changing a culture that has been established for a long time. The changes could be experienced by disabled people and older people as a withdrawal of support that they are accustomed to.</li> <li>There will also need to be consideration of any impacts upon carers, particularly women, who are over-represented as carers.</li> </ul>			
Public Health Further savings	Adult Care, Health and Wellbeing	<ul style="list-style-type: none"> <li>This will involve a reduction in campaigns and initiatives that are often trying to reach the most vulnerable people in our community to promote healthy lifestyles (e.g. smoking cessation; increasing physical activity;</li> </ul>	<ul style="list-style-type: none"> <li>In mitigation, we will continue to undertake more cost effective health campaigns (e.g. via social media) to try to engage people.</li> </ul>	Bruce Lawrence	Health and Wellbeing Select Committee.

<b>Savings proposal name</b>	<b>Cabinet Portfolio</b>	<b>Potential equality impacts</b>	<b>Potential mitigations</b>	<b>Divisional Director</b>	<b>PDS panel</b>
		reducing alcohol misuse; tackling diet and obesity).			
MCA DOLS (Safeguarding, Mental Capacity Act and Deprivation of Liberty)	Adult Care, Health and Wellbeing	<ul style="list-style-type: none"> <li>• There is a risk in lower level need service users being made to wait longer to be assessed</li> </ul>	<ul style="list-style-type: none"> <li>• High risk service users will be assessed for DoLS as a priority using the ADASS priority rating tool</li> </ul>	Lesley Hutchinson	Health and Wellbeing Select Committee
DPH Award	Adult Care, Health and Wellbeing	<ul style="list-style-type: none"> <li>• Reduced emphasis on preventative activities may hinder efforts to help young people live healthier lifestyles and could lead to knock on costs and increased demand in the future.</li> </ul>	<ul style="list-style-type: none"> <li>• Schools will be encouraged to carry on with Healthy Schools work independently of Council support in order to minimise any impacts upon young people's engagement across a range of issues including healthy eating; anti-bullying and mental health promotion.</li> </ul>	Bruce Lawrence	Children and Young People (CYP).
Short breaks for disabled children	Children & Young People	<ul style="list-style-type: none"> <li>• There could potentially be some reduction in access to short-break provision for children and young people with disabilities and their families.</li> <li>• This could result in</li> </ul>	<ul style="list-style-type: none"> <li>• The aim is to achieve efficiency savings without impacting upon the availability of short break provision.</li> </ul>	Jane Shayler	Children and Young People (CYP)

<b>Savings proposal name</b>	<b>Cabinet Portfolio</b>	<b>Potential equality impacts</b>	<b>Potential mitigations</b>	<b>Divisional Director</b>	<b>PDS panel</b>
		some increase in waiting time for short breaks.			
Children's Centre buildings management	Children & Young People	<ul style="list-style-type: none"> <li>The transferring of some Children's Centre buildings to community ownership could benefit local organisations and local communities through more effective use of the Children's Centre buildings.</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>The current services will continue to run, so there should be no negative impact.</li> </ul>	Richard Baldwin	Children and Young People (CYP)
Review savings available from Youth Connect Service	Children & Young People	<ul style="list-style-type: none"> <li>This proposal seeks to maintain the Council's commitment to delivering its statutory requirements whilst minimising any negative impact on outcomes for young people.</li> <li>Any further targeting or reduction in accessibility of services could impact on young people's engagement in beneficial services, education, employment</li> </ul>	<ul style="list-style-type: none"> <li>Enabling local community groups to develop additional capacity in key areas that will offer supplementary services for young people.</li> <li>Exploring the potential to develop a staff mutual which could enhance the local service offer by being able to access alternative sources of funding.</li> </ul>	Richard Baldwin	Children and Young People (CYP)

<b>Savings proposal name</b>	<b>Cabinet Portfolio</b>	<b>Potential equality impacts</b>	<b>Potential mitigations</b>	<b>Divisional Director</b>	<b>PDS panel</b>
		or training.			
Early Years nursery provision	Children & Young People	<ul style="list-style-type: none"> <li>• This will see the closure of existing Council owned and run nurseries.</li> <li>• Providing that the private provision remains strong there should be minimal impact as we believe there will continue to be sufficient nursery provision in the area.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing work to ensure that there is sufficient private provision for nursery places in the affected localities.</li> </ul>	Richard Baldwin	Children and Young People (CYP)
Remodel Education Support and School services	Children & Young People	<ul style="list-style-type: none"> <li>• Scaling back the support to schools may limit the scope of preventative work with schools that are vulnerable and in need of support.</li> <li>• This is especially relevant to equality issues, as the school improvement team work with schools on initiatives that tackle bullying (e.g. the Stonewall Education Index).</li> </ul>	<ul style="list-style-type: none"> <li>• The overall budget for schools in Bath and North East Somerset is rising by £3.68 million a year, representing a 3.9% boost to the total schools budget</li> <li>• We will ensure that our remaining statutory functions are covered as efficiently as possible and that we continue to engage with schools and Academy Trusts on improving outcomes for</li> </ul>	Margaret Simmons-Bird	Children and Young People (CYP)

<b>Savings proposal name</b>	<b>Cabinet Portfolio</b>	<b>Potential equality impacts</b>	<b>Potential mitigations</b>	<b>Divisional Director</b>	<b>PDS panel</b>
		<ul style="list-style-type: none"> <li>This could lead to a reduction in improving outcomes and narrowing the gap for disadvantaged pupils from low income families.</li> </ul>	<p>disadvantaged pupils</p> <ul style="list-style-type: none"> <li>We will continue to target vulnerable schools and ensure that as we do withdraw from some service areas, schools are signposted to alternative services.</li> </ul>		
Education welfare Services	Children & Young People	<ul style="list-style-type: none"> <li>This will involve reducing service delivery by focusing on statutory work and prosecutions only.</li> <li>There are potential risks of impacts on vulnerable young people if less preventative support is available to encourage attendance.</li> </ul>	<ul style="list-style-type: none"> <li>Pupil attendance is a shared responsibility of parents, schools and the local authority.</li> <li>The Council will provide a statutory minimum service</li> <li>The overall budget for schools in Bath and North East Somerset is rising by £3.68 million a year, representing a 3.9% boost to the total schools budget.</li> </ul>	Richard Baldwin	Children and Young People (CYP)
The Modern Libraries programme <i>(developing a joint Library/One Stop Shop in Bath and Midsomer Norton and</i>	Transformation & Customer Services	<ul style="list-style-type: none"> <li>As new approaches are developed, account needs to be taken of the needs of a wide range of people including older people, disabled people, young</li> </ul>	<ul style="list-style-type: none"> <li>Detailed equality impact assessments have been carried out</li> <li>Local people and groups are being invited to focus groups to help shape the</li> </ul>	Ian Savigar	Community, Transport and Environment (CTE)

<b>Savings proposal name</b>	<b>Cabinet Portfolio</b>	<b>Potential equality impacts</b>	<b>Potential mitigations</b>	<b>Divisional Director</b>	<b>PDS panel</b>
<i>finding ways of enabling local community groups to deliver local library services)</i>		<p>people etc.</p> <ul style="list-style-type: none"> <li>• There may be gaps in provision for people in more rural locations whilst new delivery options are set up.</li> </ul>	<p>design of the new combined Library/One Stop Shop in Bath.</p> <ul style="list-style-type: none"> <li>• Additional home and community-based options will also be further strengthened including the Home Library Service.</li> <li>• The Operational Plan identifies that the review is being phased to enable proper consultation, local engagement and decision making at each stage</li> </ul>		
Office accommodation	Finance & Efficiency	<ul style="list-style-type: none"> <li>• Bringing current corporate office accommodation into commercial use with possibility of staff relocation</li> </ul>	<ul style="list-style-type: none"> <li>• Accessibility will be considered for any disabled members of staff who are relocated.</li> </ul>	Derek Quilter	Resources
Management arrangements and staffing	Finance & Efficiency	<ul style="list-style-type: none"> <li>• Management and departmental structures will be reviewed and streamlined with staff reductions equivalent to approximately 300 FTE</li> </ul>	<ul style="list-style-type: none"> <li>• The Council will ensure equalities considerations are built fully into this process in line with Council policies and</li> </ul>	David Trethewey	Resources

<b>Savings proposal name</b>	<b>Cabinet Portfolio</b>	<b>Potential equality impacts</b>	<b>Potential mitigations</b>	<b>Divisional Director</b>	<b>PDS panel</b>
		posts to achieve necessary savings.	procedures, and through the consultation process		