



# Equality Analysis

The development of a Disabilities Hub at Southwark Resource Centre, and the Cessation of services delivered by The Camden Society at 133 - 137 Queens Road

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**Section 1: Equality analysis details**

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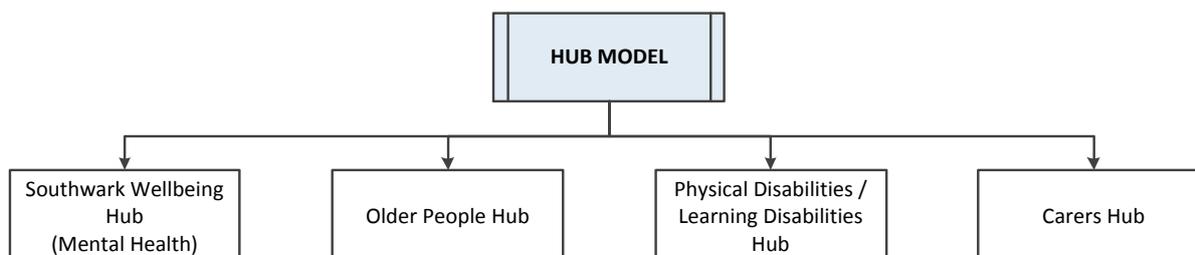
<b>Proposed policy/decision/business plan to which this equality analysis relates</b>	Decision to develop a Disability Hub to be delivered from the Southwark Resource Centre site, and the likely consequence that the services currently provided by the Camden Society at Queens Road will - <ul style="list-style-type: none"> <li>▪ no longer be required; and</li> <li>▪ the service and lease will be likely to end.</li> </ul>
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<b>Department</b>	Adult Social Care	<b>Division</b>	Children's and Adults' services		
<b>Period analysis undertaken</b>	May to Sept 2017				
<b>Date of review (if applicable)</b>	Not applicable				
<b>Sign-off</b>		<b>Position</b>	Director of Adult Social Care	<b>Date</b>	

## Section 2: Brief description of policy/decision/business plan

### 1.1 Brief description of policy/decision/business plan

In 2015, the council launched the Southwark Wellbeing Hub. The Wellbeing Hub has a particular focus on servicing adults with mental health issues. The intention is that the Wellbeing hub forms part of a larger hub model for adult care services which includes hubs for older people, people with physical disabilities and learning disabilities, and also carers.



The Care Act places an express duty on local authorities to ensure that information and advice is available to local people, including information about the care and support system locally, how to access care and support, the choice of types of care available in the area and with information about how the care system operates. The Hub model is central to our vision of complying with this requirement. It is our view that the Hub model is better placed to meet the wide ranging issues that Southwark residents have, and also provides a more sustainable model than is currently being delivered. We believe that it also provides a better model for preventing, delaying and reducing the onset of needs, and also meeting some needs, including building based day services, with the delivery of joined up (and better coordinated) information, advice and support.

Inevitably, the introduction of community hubs has a knock on affect for other services currently being delivered. In the case of the development of a physical/learning disability hub (to be delivered out of the Southwark Resource Centre), the council is of the view that it will no longer be necessary for the provision of a learning disability day service (currently delivered by the Camden Society) out of the 133 -137 Queens Road site. Following the launch of the physical/learning disability hub, we anticipate that the needs met by the current learning disability day centre at Queens Road will be met in a number of ways, including –

- LD day care provision delivered at Southwark Resource Centre
- LD day care provision delivered at Riverside Day Centre
- Personalised care and support provision following a review of individuals care and support plans
- Universal information, advice and support accessible via the hub and a range of services (voluntary and statutory)

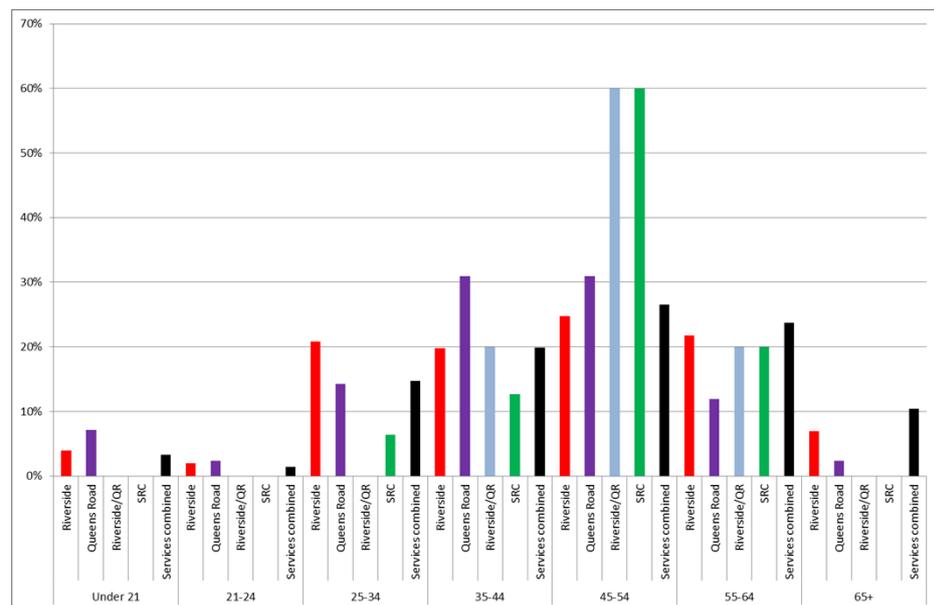
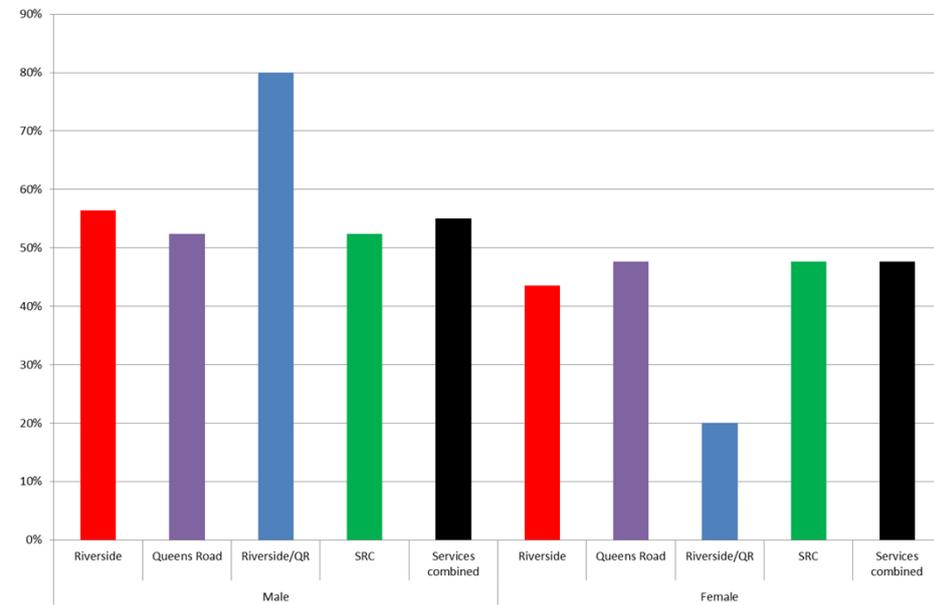
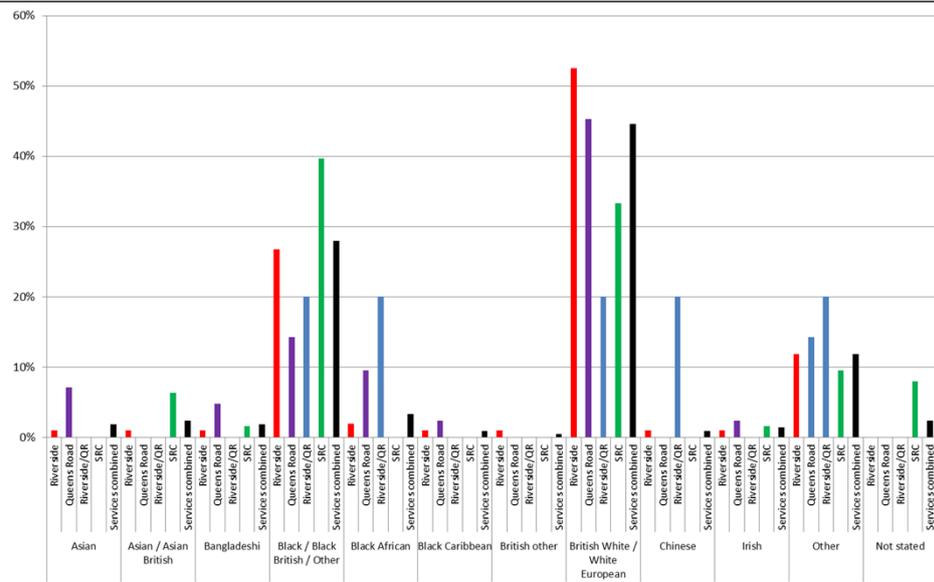
The Following information regarding the Camden Society Learning Disability day Centre is of note –

- The lease between the Camden Society and the council for the use of the premises at Queens Road and Riverside for the provision of day centre services ended on 31 January 2015. However the Camden Society has remained in occupation of the property and continued to provide day centre services from these sites.
- We estimate that it would cost £1.4 million to bring Queens Road day centre up to standard

## Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<b>Key users of the department or service</b>	<p>Southwark has a population of approximately 310,000. In the 2011 Census–</p> <ul style="list-style-type: none"> <li>▪ 6.6% of Southwark residents said their “day-to-day activities are limited a lot” due to issues such as a health problem or disability,</li> <li>▪ 6.9% are limited a little.</li> </ul> <p>Currently the council’s Adult Social Care department provides long term support services to approximately –</p> <ul style="list-style-type: none"> <li>▪ 650 people with learning disabilities</li> <li>▪ 200 people whose primary support reason is classified as “Physical Support – Access and mobility” (which could be a proxy for physical disabilities).</li> </ul> <p>In addition, a significant number of older people with personal care support are likely to also be frail and have limited mobility even though their primary support reason is personal care support. However, we anticipate that the Older People’s hub will better support this cohort upon its launch.</p> <p>The development of the Disability Hub will most immediately impact the –</p> <ul style="list-style-type: none"> <li>▪ 47 registered users at Queens Road</li> <li>▪ 106 registered users at Riverside<sup>1</sup></li> <li>▪ 63 registered users at Southwark Resource Centre</li> <li>▪ The carers of the service users referred to above.</li> </ul> <p>We know the following about these service users –</p> <ul style="list-style-type: none"> <li>▪ All Riverside and Queens Roads service users have a learning Disability. Southwark Resource Centre service users have a range of physical and sensory issues</li> <li>▪ Members across all services are ethnically diverse. Overall the largest group is White British/European, followed by Black British/Black/Other</li> <li>▪ The breakdown of men and women in attendance is similar, ranging from 52-56% for men and 44-48% for women (not including the 5 residents who attend both Riverside and Queens Road)</li> <li>▪ The largest cohort of service users are aged between 45-54. This is most pronounced at Southwark Resource Centre</li> <li>▪ There is limited data available on the carers. Typically carers are disproportionately women and in relation to this cohort it is likely that many may be older people given that the service users themselves are principally middle aged.</li> </ul> <p>We do not have information pertaining to service users sexuality, religion, gender reassignment, marriage/civil partnership status or pregnancy/ maternity status</p>

<sup>1</sup> Five residents attend both Queens Road and Riverside. These five feature in the provided charts as ‘Riverside/QR’. Due to their small number regard should be given against overly weighting their data.



<p><b>Key stakeholders were/are involved in this policy/decision/business plan</b></p>	<p>This proposal was subject to a six week consultation between 26<sup>th</sup> June 2017 and 7<sup>th</sup> August 2017. The consultation process was informed by a Consultative Stakeholder Group with representation from families/carers, service users and staff representatives of Southwark Resource Centre and The Camden Society.</p> <p>The consultation targeted people whose lives are affected by disability and those who support them, as well as wider community members.</p> <p>We used a range of methods in order to secure sufficient feedback, including –</p> <ul style="list-style-type: none"> <li>▪ Delivering information sessions and workshops</li> <li>▪ Distributing postal surveys to 245 Day Centre service users</li> <li>▪ e-mail distribution to 97 disability service providers</li> <li>▪ publication of the consultation on the council's 'My Southwark' on-line consultation tool</li> </ul> <p>We also promoted the consultation on the council's 'Local Offer' web pages and Twitter network.</p> <p>For a demographic breakdown of respondents please see <i>Appendix 1: Demographic Analysis Proposal to Develop a Disability Hub Consultation</i>.</p> <p>A further four week targeted consultation on the proposed '<i>development of a of a disabilities hub for people in Southwark and the ending of the lease for Queens Road day Centre</i>' was released on 19 September 2017, and closed on 17 October 2017.</p> <p>The second consultation document was sent directly to a combined total of 211 service users, family members and carers of those attending the Riverside and Queens Road day centers across 165 households. Hard copy consultation documents were made available at both the Queens Road and Riverside day centers, again with free-post return enveloped provided. The consultation documentation was also sent electronically to the Camden Society and Camden Society parent carer group representatives for further distribution. Social work support was offered and provided where requested to support completion of consultation documents, and an 'open day' held at Southwark Resource Centre.</p>
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## Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

<b>Age</b> - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>
<p>The Disability Hub does not have age based eligibility criteria. All adults (regardless of their age) will be able to access services at the hub based on needs stemming from their physical or learning disability.</p> <p>As indicated in section 3, carers of these service users – particularly parent carers – are likely to be older persons as the majority of the service users are middle aged. It follows that it is likely that changes associated with the development of the disability hub may affect them disproportionately.</p> <p>As illustrated in section 3, the majority of service users could loosely be coined as 'middle aged'. 62% of current Queens road service users are aged 35 to 54. This compares to 73% at Southwark Resource Centre and 45% at Riverside. All services have a small contingent of younger adults (9% of service users at Queens road are aged 24 or younger, this compares to 6% at Riverside and 0% at Southwark Resource Centre). The contingent is also small at the other end of the scale (2% of service users at Queens road are aged 65 or older, this compares to 7% at Riverside and 0% at Southwark Resource Centre). So although the proposals will disproportionately affect this age range given similarities in the age breakdown across services we do not foresee issues for former Queens Road service users in accessing services at Riverside or Southwark Resource Centre (if a review of their care plan determines that this is an appropriate way to meet their needs). Nor do we anticipate that Southwark Resource Centre or Riverside will experience difficulties integrating new service users due to their age. The development of the hub will in addition aim to provide additional support to carers of all ages in the form of joined up and better coordinated information, advice and support for those affected by disability – including carers.</p> <p>While we acknowledge that the consultation results indicate that respondents across age ranges overall have a negative view of the council's proposals, we do not foresee any significant negative impact related to a persons age arising from the proposal to develop a disability hub and its consequences</p>
<b>Equality information on which above analysis is based</b>
Analysis of service users at Queens Road, Riverside and Southwark Resource Centre (see section 3 for more information), and consultation findings analysis (see <i>Appendix 1: Demographic Analysis Proposal to Develop a Disability Hub Consultation</i> ).
<b>Mitigating actions to be taken</b>
Not applicable

**Disability** - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

### **Possible impacts (positive and negative) of proposed policy/decision/business plan**

The development of the Disabilities Hub and subsequent closure of Queens Road day centre impacts on service users with a disability. Current service users (Queens Road, Riverside and Southwark Resource Centre) and users of the proposed Disability Hub are identifiable by the impact that their learning disability or a physical disability has on their wellbeing. The aforementioned disabilities are further complicated by a range of secondary needs, issues and ailments.

Consultation results indicate that respondents with a disability overall have a negative view of the council's proposals. A significant majority of consultation respondents with a disability that limited them either a lot or a little report that they–

- do not agree with the proposal to develop a disability hub
- do not believe that their needs will be met if the change goes ahead
- do not agree that Southwark Resource Centre would be an appropriate location for the hub

Responses illustrate a wide range of concerns including (but not limited to) significant concerns about –

- the capacity of Southwark Resource Centre to absorb new clients
- whether the physical space will meet their needs
- cost cutting
- whether their assessed needs (or in the case of family and carers, the needs of those they care for) will be met by a new service

We understand and sympathise with respondents concerns and anxiety regarding the proposed changes. However, we remain confident that the proposed services will continue to enable the council to ensure that service users receive good quality service. We consider that the new model of service delivery offers increased opportunities to more effectively address an array of needs that impact on adults with a disability and their carers. The following context is of note -

- The Council has offered a new lease on the Riverside day centre to enable the service to continue to operate. This service will be in a position to absorb some Queens Road service users (following an assessment of their eligible needs).
- Southwark Resource Centre will deliver two levels of service.
  - The first is a free service where people whose lives are affected by disability can access information and advice, short-term support, and/or be signposted to other statutory and non-statutory services that are available to support them.
  - The second level comprises structured day support and activities delivered at the hub, similar to that provided at Queens Road, for people with more complex disabilities who have been assessed as being in need of structured, accessible, adapted building based day care.
- Southwark Resource Centre was designed specifically for people with physical disabilities, and is fully accessible. It has a number of rooms and areas, including a café & reception area, space for information and advice surgeries, accessible toilets. Additional facilities are available to accommodate a structured day service, including 2 multi purpose activity rooms, an art and craft studio, music and exercise studios, an independent living kitchen, an IT suit, quiet space, 2 fully adapted accessible change spaces with hoists and accessible bathing facilities and a number of accessible toilets.
- Southwark Resource Centre has safe off-street access for drop-off and parking and the centre is located in a quiet residential area. People will be supported to travel to the centre where needed.
- Staff at the Southwark Resource Centre are trained to support people with disabilities,

including those with complex physical disabilities.

- Activity areas and rooms at Southwark Resource Centre are located towards the rear of the building, away from the open-access / café areas, allowing for security and privacy needs to be accommodated
- Current utilisation of services at Southwark Resource Centre is significantly below capacity. By increasing the use of the building and offering a wider range of services the council is able to achieve greater efficiencies from the service and maximise the effectiveness and value for money provided to Southwark residents and service users.

We recognise that despite the above points we must undertake a range of actions to support adults with a disability (and those who support them) during the transition to the new model of service deliver, and also to ensure that their needs are correctly identified and appropriate care and support is put in place for them. We have detailed these actions below.

#### **Equality information on which above analysis is based**

Analysis of service users at Queens Road, Riverside and Southwark Resource Centre (see section 3 for more information), and consultation findings analysis (see *Appendix 1: Demographic Analysis Proposal to Develop a Disability Hub Consultation*).

#### **Mitigating actions to be taken**

We have identified the following actions to mitigate negative impact -

1. Review the care and support plans of service users at Queens Road (in conjunction with family, carers and wider circles of support) to identify alternative arrangements to meet all eligible adult social care needs (including access to Riverside Day Centre, structured day care delivered out of Southwark Resource centre, and/or other care and support as appropriate to the individual's needs).
2. Consider the impact of any new arrangements for adults with care needs on those who provide them with informal support. Where appropriate offer Carer assessments and reviews to ensure carers wellbeing is considered, and to support them to continue in their caring role.
3. Develop a program of transition for staff at Queens Road and Southwark Resource Centre (including for example, appropriate handover, staff-shadowing and training) to ensure that essential skills and knowledge is maintained and transferred to staff.
4. Consider and put in place measures to address the security concerns raised by consultation respondents with regards absorbing more service users with a variety of needs into the physical space at Southwark Resource Centre.
5. Identify and put in place outstanding minor alterations required to enable people with learning disabilities to access structured day services from Southwark Resource centre.
6. Address – and make arrangements to meet – the travel needs of service users unable to make their own travel arrangements to either Southwark Resource Centre or Riverside
7. Provide reassurance to those service users currently attending SRC that the proposals will not result in any adverse impact on the services they receive and ask the Camden Society to do the same for service users at Riverside. The council will not sign off support plans involving these services unless it is satisfied they can continue to meet eligible needs appropriately.

<b>Gender reassignment</b> - The process of transitioning from one gender to another.
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
<p>We do not have reliable information about gender reassignment for current service users. However, there is no reason to believe that service users transitioning from one gender to another will be negatively impacted by our proposals.</p> <p>Service users will be able to access the proposed disability hub regardless of their gender reassignment status. We further believe that once in place, the community hub will provide a better platform than currently in place to consider, support and meet the wide ranging needs of service users through the effective provision of information, advice, support and sign-posting.</p>
<b>Equality information on which above analysis is based.</b>
None
<b>Mitigating actions to be taken</b>
Not applicable

<b>Marriage and civil partnership</b> - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. <b>(Only to be considered in respect to the need to eliminate discrimination.)</b>
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
<p>We do not have reliable information about marriage and civil partnership for current service users. However, there is no reason to believe that service users will be negatively impacted by our proposals due to their marriage/civil partnership status. Service users will be able to access the proposed disability hub regardless of their marriage or civil partnership status.</p> <p>We have considered unintended consequences for adults who provide informal care to adults with care needs (such as a spouse or civil partner), and have made a recommendation regarding carer assessments (see disability mitigating actions on <i>page 9</i>)</p>
<b>Equality information on which above analysis is based</b>
None
<b>Mitigating actions to be taken</b>
Not applicable

<p><b>Pregnancy and maternity</b> - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>
<p><b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>We do not have reliable information about pregnancy and maternity for current service users. However, there is no reason to believe that service users will be negatively impacted by our proposals due to pregnancy or maternity issues.</p> <p>Service users will be able to access the proposed disability hub regardless of their pregnancy or maternity status. We further believe that once in place, the community hub will provide a better platform than currently in place to consider, support and meet the wide ranging needs of service users through the effective provision of information, advice, support and sign-posting.</p>
<p><b>Equality information on which above analysis is based</b></p>
<p>None</p>
<p><b>Mitigating actions to be taken</b></p>
<p>Not applicable</p>

<p><b>Race</b> - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.</p>
<p><b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>Southwark is a ethnically diverse borough. Service users across Queens Road, Riverside and Southwark Resource Centre represent a diverse mix of ethnicities. There is no reason to believe that service users will be negatively impacted by our proposals due to their race.</p> <p>Service users will be able to access the proposed disability hub regardless of their race. We further believe that once in place, the community hub will provide a better platform than currently in place to consider, support and meet the wide ranging needs of service users through the effective provision of information, advice, support and sign-posting.</p>
<p><b>Equality information on which above analysis is based</b></p>
<p>Analysis of service users at Queens Road, Riverside and Southwark Resource Centre (see section 3 for more information), and consultation findings analysis (see <i>Appendix 1: Demographic Analysis Proposal to Develop a Disability Hub Consultation</i>).</p>
<p><b>Mitigating actions to be taken</b></p>
<p>Not applicable</p>

<b>Religion and belief</b> - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
<p>We do not have reliable information regarding the religion/beliefs of all current service users at the time of developing this assessment, However, there is no reason to believe that service users will be negatively impacted by our proposals due to their religion.</p> <p>Service users will be able to access the proposed disability hub regardless of their religion. We further believe that once in place, the community hub will provide a better platform than currently in place to consider, support and meet the wide ranging needs of service users through the effective provision of information, advice, support and sign-posting.</p>
<b>Equality information on which above analysis is based</b>
<p>We have limited information on the religion of Queens Road service users, however the sample we have is consistent with the religion of the near 200 consultation respondents. The data reveals a mix of religions and agnostics/atheists. The majority of service users self-identify as following a Christian denomination. For more information see <i>Appendix 1: Demographic Analysis Proposal to Develop a Disability Hub Consultation</i>.</p>
<b>Mitigating actions to be taken</b>
Not applicable

<b>Sex</b> - A man or a woman.
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
<p>Queens Road, Riverside and Southwark Resource Centre all service significant numbers of men and women. Overall, slightly more men receive services.</p> <p>There is no reason to believe that service users will be negatively impacted by our proposals due to their sex.</p> <p>Service users will be able to access the proposed disability hub regardless of their sex. We further believe that once in place, the community hub will provide a better platform than currently in place to consider, support and meet the wide ranging needs of service users through the effective provision of information, advice, support and sign-posting.</p> <p>It is likely that the majority of carers are women as this is typically the case with – particularly – familial carers. We consider that once in place the community hub will provide a better platform to provide information, advice and support to carers.</p>
<b>Equality information on which above analysis is based</b>
<p>Analysis of service users at Queens Road, Riverside and Southwark Resource Centre (see section 3 for more information), and consultation findings analysis (see <i>Appendix 1: Demographic Analysis Proposal to Develop a Disability Hub Consultation</i>).</p>

<b>Mitigating actions to be taken</b>
Not applicable

**Sexual orientation** - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

**Possible impacts (positive and negative) of proposed policy/decision/business plan**

We do not reliable information regarding the sexuality of all current service users at the time of developing this assessment, However, there is no reason to believe that service users will be negatively impacted by our proposals due to their sexual orientation.

Service users will be able to access the proposed disability hub regardless of their sexual orientation. We further believe that once in place, the community hub will provide a better platform than currently in place to consider, support and meet the wide ranging needs of service users through the effective provision of information, advice, support and sign-posting.

**Equality information on which above analysis is based**

None

**Mitigating actions to be taken**

Not applicable

**Human Rights**

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

**Possible impacts (positive and negative) of proposed policy/decision/business plan**

There are no adverse consequences that are incompatible with the articles set out in the Human Rights Act.

While the local authority does not consider that its proposals amount to a breach of any of the convention rights it has given consideration to the potential impact on private life friendships and other relationships that may follow a change in day services.

**Information on which above analysis is based**

- The Human Rights Act 1998
- The Care Act 2015
- The Equalities Act 2010

**Mitigating actions to be taken**

Support plans will - where required - address the issue of how important relationships can be supported to be maintained following any change in service.

## Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
No.	Description of issue	Action	Timeframe
1.	The council must ensure that the eligible needs of service users continue to be met in the absence of provision provided by Queens Road Day Centre	Review the care and support plans of service users at Queens Road (in conjunction with family, carers and wider circles of support) to identify alternative arrangements to meet all eligible adult social care needs (including access to Riverside Day Centre, structured day care delivered out of Southwark Resource centre, and/or other care and support as appropriate to the individual's needs).	January 2018 (Assessments have already been completed for Queens Road and Southwark Resource Centre)
2.	The council must ensure that the eligible needs of carers continue to be met following changes to the care and support packages of the adults that they care for, and also their circumstances.	Consider the impact of any new arrangements for adults with care needs on those who provide them with informal support. Where appropriate offer Carer assessments and reviews to ensure carers wellbeing is considered, and to support them to continue in their caring role.	Ongoing
3.	The council must ensure that staff have the appropriate skills, knowledge and experience in order to deliver quality services to all service users in the event service users from Queens road are diverted to SRC/Queens road.	Develop a program of transition for service users involving staff at Queens Road and Southwark Resource Centre (including for example, appropriate handover, staff-shadowing and training) to ensure that essential skills and knowledge is maintained and transferred to staff.	Subject to positive decision
4.	Respondents raised a number of concerns about security at the hub should former Queens road service users take up a service at SRC. Measures must be considered to allay these concerns and ensure the continued safety of all service users.	Consider and put in place measures to address the security concerns raised by consultation respondents with regards absorbing more service users with a variety of needs into the physical space at Southwark Resource Centre.	Subject to positive decision
5.	The distinct needs of service users with Learning Disabilities must be met by the physical environment of SRC.	Identify and put in place outstanding minor alterations required to enable people with learning disabilities to access structured day services from Southwark Resource centre.	Subject to positive decision
6.	Some respondents raised concerns about the impact on travel arrangements a move to SRC or Riverside would cause.	Address – and make arrangements to meet – the travel needs of service users unable to make their own travel arrangements to either Southwark Resource Centre or Riverside	Subject to positive decision
7.	Respondents expressed concerns about the perceived adverse impact absorbing a new cohort with different needs would have on current SRC service users, and also on service users at Riverside in the event Queens rd service users are directed there	Provide reassurance to those service users currently attending SRC that the proposals will not result in any adverse impact on the services they receive and ask the Camden Society to do the same for service users at Riverside. The council will not sign off support plans involving these services unless it is satisfied they can continue to meet eligible needs appropriately.	Ongoing

8.	We do not consider that these proposals breach of any of the convention rights, however we will guard against potential adverse impacts on the private life, friendships and other relationships that may follow a change in day services.	Support plans will - where required - address the issue of how important relationships can be supported to be maintained following any change in service.	Ongoing
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### 5. Equality objectives (for business plans)

Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			2013/14	2014/15