

<b>Item No.</b> 6a	<b>Classification:</b> Open	<b>Date:</b> 29 January 2018	<b>Meeting Name:</b> Overview and Scrutiny
<b>Report title:</b>		Policy and Resources Strategy 2018-19 – addendum	
<b>Wards or groups affected:</b>		All	
<b>From:</b>		Strategic Director of Finance and Governance	

## RECOMMENDATION

1. Overview and Scrutiny committee note:
  - The amendment to the 23 January cabinet report as agreed at cabinet:
  - A summary of the equalities cumulative assessment and the inclusion of the equalities assessment for Environment and Social Regeneration which was missed off in error from Appendix B
  - A copy of the appendices C-F reported to the 23 January 2018 cabinet to include equalities analysis

## BACKGROUND INFORMATION

2. On 23 January the cabinet considered the proposed Policy and Resources Strategy 2018-19. This report recommended that: “Cabinet Note that this report will be considered by overview and scrutiny committee on 29 January 2018 and that any recommendations arising will be incorporated into the final report to cabinet on 6 February 2018 for recommendation to council assembly on 21 February 2018.”
3. This report addendum provides supplementary information to the Policy and Resources Strategy 2018-19 for consideration by Overview and Scrutiny Committee.

### Amendment to the 23 January Cabinet Report

4. Cabinet proposed the following amendment to the Policy and Resources report which was agreed:

“Cabinet instructs officers

  - To delete saving reference 301 “Review & realignment of community budgets” £260,000 from appendix E
  - Insert new saving “Realignment of community budget in line with savings already achieved” £151,000 in appendix C
  - To bring forward alternative proposals to compensate for £109,000 reduction of savings”

### Equalities Analysis

5. An assessment of the equalities analysis on the savings has been undertaken and is set out in Appendix A.
6. An accidental omission in the Appendix B has been brought to officer’s attention which has now been corrected – the amendment can be found in Appendix B.

7. Appendix C provides a spreadsheet summary of the savings schedules C-F of the 23 January cabinet report to include equality analysis information

## BACKGROUND INFORMATION

Background Papers	Held At	Contact
Policy and Resources Strategy 2018-19 <a href="http://moderngov.southwark.gov.uk/documents/s73545/Report%20Policy%20and%20Resources%20Strategy%202018-19.pdf">http://moderngov.southwark.gov.uk/documents/s73545/Report%20Policy%20and%20Resources%20Strategy%202018-19.pdf</a>	160 Tooley Street PO Box 64529 London SE1P 5LX	Jennifer Seeley 020 7525 0695

## APPENDICES

No.	Title
Appendix A	Budget Equality Analysis
Appendix B	Environment and Social Regeneration Equalities Analysis
Appendix C	Spreadsheet summary of the savings schedules C-F

## AUDIT TRAIL

<b>Lead Officer</b>	Duncan Whitfield, Strategic Director of Finance and Governance	
<b>Report Author</b>	Jennifer Seeley, Director of Finance	
<b>Version</b>	Final	
<b>Key Decision?</b>	Yes	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments included</b>
Director of Law and Governance	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
<b>Cabinet Member</b>	Yes	Yes
<b>Date final report sent to Constitutional Support Services</b>		

## Appendix A

<b>Item No.</b>	<b>Classification:</b> Open	<b>Date:</b> 29 January 2018	<b>Meeting Name:</b> Overview & Scrutiny Committee
<b>Report title:</b>	Budget Equality Analysis		
<b>Ward(s) or groups affected:</b>	All		
<b>From:</b>	Director of Communities		

### Budget equality analysis

1. The council works in accordance with the single public sector equality duty contained within section 149 of the Equality Act 2010. This means the council must have due regard to the need to:
  - Eliminate unlawful discrimination, harassment and victimisation.
  - Advance equality of opportunity between people who share a “protected characteristic” and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.
2. The “protected characteristics” under the Equality Act 2010<sup>1</sup> are:
  - Age
  - Gender
  - Disability
  - Race
  - Religion/Belief
  - Sexual Orientation
  - Gender Reassignment
  - Pregnancy and Maternity
  - Marriage and Civil Partnerships<sup>1</sup>
3. Transparency and fairness form part of the seven budget principles and are an underlying principle in the Council Plan. As with the budget for 2018-19 and for previous years, each department undertakes equality analysis/screening on its budget proposals ahead of the final decisions being taken. Where screenings identify potential impacts more detailed analysis is carried out.
4. Undertaking equality analysis helps the council to understand the potential **effects** that the budget proposals may have on different groups. The analysis also considers if there may be any unintended consequences and how any of these issues can be mitigated. Analysis is also undertaken to consider any cross-cutting and organisationwide impacts.
5. For many services the budget proposals include efficiencies which have staffing implications. As specific reorganisations proposals are brought forward, and at each stage of implementation thereafter, the different impacts on different categories of staff are assessed in accordance with the council’s reorganisation, redeployment and redundancy procedures.

---

<sup>1</sup> Only the “eliminate unlawful discrimination” duty applies to marriage and civil partnerships

6. It is important to note that equality analysis will continue through the cycle of **planning** and implementation of the budget proposals. In line with our Public Sector Equality Duty, any changes to services arising from these proposals will be implemented in such a way so as to not impact disproportionately on any specific section or group in our community. Where necessary, consultation will be undertaken alongside mitigating actions where necessary. In line with the process across the council, information on the equality analysis is shared with the relevant cabinet members so it can be considered when decisions are taken. The equality analyses is collated across the council to look for any cumulative impacts and this is summarised in the spreadsheet attached.
7. To date no cumulative impacts have been identified through the analysis.

**ENVIRONMENT AND SOCIAL REGENERATION**

**Equalities Analysis**

- C.1. All the savings proposals have been closely examined both in terms of community impact and the general duties of the Equality Act. We have sought to do all we can to protect and offer continuity for front line operational services, especially where they have an impact on vulnerable residents. An equality screening process has been completed on all the proposals to ensure that we have properly considered any impact there may be on specific groups and those with protected characteristics.