



**Budget Equality Impact and Needs  
Analysis Full Template: 2023**

## Guidance notes

### Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme. All Cabinet reports will also publish related

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and [www.southwarkadvice.org.uk](http://www.southwarkadvice.org.uk)).

Whilst the equality analysis is being considered, Southwark Council recommends considering Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

## Section 1: Equality impact and needs analysis details

<b>Proposed policy/decision/business plan area to which this equality analysis relates</b>	Efficiencies through the maximisation of extra care, night time provision and step down accommodation.
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<b>Equality analysis author</b>	Karen Crane/Kathryn Simpson/Alex Irvine		
<b>Strategic Director:</b>	David Quirke- Thornton		
<b>Department</b>	Children and Adult's Services	<b>Division</b>	Adult Social Care
<b>Period analysis undertaken</b> Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages.  <b>It can be further built upon and reviewed at implementation stage.</b>	<b>Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing:</b> <ul style="list-style-type: none"> <li>• Budget Challenge and date</li> <li>• <b><u>December Equality Analysis</u></b></li> <li>• January Cabinet Equality Analysis</li> <li>• January Overview and Scrutiny Committee</li> <li>• February Council Assembly</li> </ul>		

<b>Indicative date of implementation of budget proposal if known</b>		TBC			
<b>Sign-off</b>	Pauline O'Hare	<b>Position</b>	Director of Adult Social Care	<b>Date</b>	28/11/2023

## Section 2: Description of budget proposal

<b>Please provide full details of the budget proposal and the predicted saving</b>
<p>This proposal represents adult social care's response to economic pressures whilst maintaining favourable person centred outcomes. Adult social care provides care and support to vulnerable adults 18+ who are Southwark residents, and deemed eligible under the Care Act 2014.</p> <p>It intends to reduce the use of residential care and supported accommodation, through maximising the use of the Flexi care housing model of care delivery and community services. It enables people needing care and support to remain living in the community with support to help independence and is considered to be a positive outcome.</p> <p>As part of this proposal there will be a review of the night owl nursing provision and consider if it can be amalgamated with other provision to reduce duplication and expenditure, alongside the use of step down accommodation. These last two services are used by people leaving the Boroughs hospitals.</p> <p>Predicted Saving: £1,000,000</p>

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

<b>2. Service users and stakeholders</b>
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<p><b>Key users of the department or service</b></p>	<p>Southwark’s Adult Social Care (ASC) division is comprised of specialist services working across a variety of settings, and is responsible for discharging Southwark Council’s legal duties in regards to the provision of statutory assessments, reviews and services to meet the eligible needs in relation to the Care Act 2014 in respect adults and their carers who are residents of Southwark.</p> <p>Key users of this service fall into the category noted. The information was taken from the services as a snapshot 30/11/2023 and used as evidence in the categories below.</p>
<p><b>Key stakeholders were/are involved in this policy/decision/business plan</b></p>	<p>The Senior Management Team has developed a savings plan that will meet the divisional savings target that are required within the portfolio.</p> <p>Local NHS stakeholders are a key party to these services and some equalities data is stored with them.</p> <p>Residents of the borough</p> <p>VCS</p> <p>Members</p>

#### **Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that socio-economic issues are given special consideration, as it is the council’s intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

#### **Socio-economic disadvantage may arise from a range of factors, including:**

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

**The public sector equality duty ( PSED )** requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation

2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

**The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will**

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

<p><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).</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b></p>	<p><b>Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b></p>
<p>This review and redesign will enhance the availability of community living options, and measures such as night owl provision and step down accommodation upon discharge to gives the best possible chance of returning to independence at home and to avoid 24 hour care options.</p> <p>The focus for extra care is for those from 55 upwards, and from 40 with agreement. Whereas the night owl, and the step down facility can be any adult 18+ post hospital discharge.</p> <p>This approach is in line with right care at the right time initiatives.</p>	<p>All adult groups affected, with greatest impact on older adults for extra care as would be expected due to increased infirmity linked to the lifecycle.</p> <p>The step down facility supports younger adults have the greatest opportunity to have 24 hour rehabilitation.</p> <p>The night owl nursing is equal across the age groups.</p> <p>These services (except NHS provision) are subject to fair access to care principles prescribed in law</p>

						which means a financial assessment for contribution is delineated according to ability to pay.	
<b>Equality information on which above analysis is based</b>						<b>Socio-Economic data on which above analysis is based</b>	
						Not captured from Mosaic Case Management System, or NHS systems	
	Extra Care		Night Owl		Step down		
Age	<b>Age Band</b>	<b>Users</b>	<b>Age band</b>	<b>Users</b>	<b>Age band</b>		<b>Users</b>
	18-64	23	18-64	2	18-64		4
	65-84	62	65-84	1	65-84		2
	85+	23	85+	2	85+	1	
	<b>Grand Total</b>	<b>108</b>	<b>Grand Total</b>	<b>5</b>	<b>Grand Total</b>	<b>7</b>	
<b>Mitigating and/or improvement actions to be taken</b>							
None required as this breakdown for care and support is anticipated.							
Ensure that commissioning plans fully reflect this characteristic.							

**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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

**Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.**

**Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)**

<p>This review and redesign will have a direct positive impact upon provision to those in need of care and support with reference to eligibility in the Care Act 2014.</p>	<p>All adult groups affected equally regardless of disability. To be eligible for support all must have a care and support need in respect of the Care Act 2014. Eligibility may be as a result of frailty rather than disability.</p>															
<p><b>Equality information on which above analysis is based -</b></p>	<p><b>Socio-economic data on which above analysis is based</b></p>															
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<p><b>Mitigating and/or improvement actions to be taken</b></p>																
<p>This breakdown is as anticipated. Commissioning plans should reflect this characteristic.</p>																

<p><b>Gender reassignment:</b> - The process of transitioning from one gender to another.</p>	
<p><b>Gender Identity:</b> Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b></p>	<p><b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b></p>
<p>In adult services this year was the first year to collect data on gender reassignment- so the data is not a full year.</p>	
<p><b>Equality information on which above analysis is based.</b></p>	<p><b>Socio-economic data on which above analysis is based</b></p>
<p>All data returned a nil for this characteristic.</p>	
<p><b>Mitigating and/or improvement actions to be taken</b></p>	



NA	
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**Marriage and civil partnership** – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination.)**

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)</b>
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This plan has no positive or negative impacts on this protected characteristic.  
 For a married person wanting extra care where appropriate it is accommodated.

<b>Equality information on which above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
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Extra/flexi Care	Night owl	Step down	Not captured from Mosaic Case Management System or NHS system																																							
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**Mitigating or improvement actions to be taken**

These results are anticipated. It is likely that where the characteristic was not recorded that there was some difficulty in identifying the nature of a relationship. Commissioning plans should reflect this characteristic.	
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**Pregnancy and maternity** - 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.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>This review and redesign will not have an impact on those adults in need of care and support who are pregnant.</p> <p>Some adults within our services will require additional support from community health services should they become pregnant.</p>	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
None captured for the data of this snapshot.	NA
Mitigating and/or improvement actions to be taken	
NA	

**Race** - 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. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts / needs/issues arising from socio-
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	<b>economic disadvantage (positive and negative)</b>																															
<p>The review and redesign will not impact on any specific racial or ethnic group. However in addressing health needs of the population those on low incomes or who have health needs related to their ethnicity will benefit from improvements in health and social care provision.</p>	<p>Any improvements in health and social care provision will have a positive impact upon the intersectionality of multiple disadvantage and protected characteristics.</p>																															
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<p>The breakdown of support seems to almost match the census data for the Borough and is what would be expected.</p> <p>Important to also analyse age by race/ethnic background for Adult Care Users. 18-65 population: 54% are from White backgrounds and 46% are from Black, Asian and Multi-Ethnic backgrounds.</p> <p>66+ borough population is made up of 66% from White backgrounds and 35% from Black, Asian and multi-ethnic backgrounds.</p> <p>For example, 55 (51%) of the users of the Extra/Flexi Care Housing are from Black, Asian and Multi-Ethnic backgrounds while 53 (49%) are from White backgrounds.</p> <p>Hence important to ensure that commissioning plans reflect the diverse needs of the local population.</p>	
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**Religion and belief** - 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>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
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Adult social care provides care and support irrespective of religious belief, and will make adjustments when religion is declared.	
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<b>Equality information on which above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
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<p>Extra/flexi Care Housing</p> <table border="1"> <thead> <tr> <th></th> <th>Users</th> </tr> </thead> <tbody> <tr><td>Baptist</td><td>3</td></tr> <tr><td>Buddhist</td><td>1</td></tr> <tr><td>Christian</td><td>22</td></tr> <tr><td>Church of England</td><td>11</td></tr> <tr><td>Greek Orthodox</td><td>1</td></tr> <tr><td>Jehovah's witness</td><td>1</td></tr> <tr><td>Methodist</td><td>2</td></tr> <tr><td>Muslim</td><td>3</td></tr> <tr><td>No Religion</td><td>15</td></tr> <tr><td>Not Recorded</td><td>9</td></tr> <tr><td>Not Stated</td><td>11</td></tr> <tr><td>Other Religion</td><td>2</td></tr> <tr><td>Pentecostal</td><td>1</td></tr> </tbody> </table>		Users	Baptist	3	Buddhist	1	Christian	22	Church of England	11	Greek Orthodox	1	Jehovah's witness	1	Methodist	2	Muslim	3	No Religion	15	Not Recorded	9	Not Stated	11	Other Religion	2	Pentecostal	1	Not captured from Mosaic Case Management System or NHS systems
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Roman Catholic	25		
Seventh Day Adventist	1		
<b>Grand Total</b>	<b>108</b>		
Night Owl		Step down	
<b>Religion</b>	<b>Users</b>	<b>Religion</b>	<b>Users</b>
Christian	4	Baptist	1
Roman Catholic	1	Christian	2
<b>Grand Total</b>	<b>5</b>	Muslim	1
		Not Recorded	2
		Roman Catholic	1
		<b>Grand Total</b>	<b>7</b>
<b>Mitigating and/or improvement actions to be taken</b>			
Ensure that commissioning plans reflect the diverse needs of the local population.			

<b>Sex</b> - A man or a woman.			
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>		<b>Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)</b>	
Adult social care provides care and support irrespective of sex, and will make adjustments as required according to that identification.  Normally there tends to be more females in receipt of care and support than males.			
<b>Equality information on which above analysis is based</b>		<b>Socio-economic data on which above analysis is based</b>	
Extra/flexi Care Housing		Not captured from Mosaic Case Management System or NHS systems	
	<b>Users</b>		
Female	48		
Male	60		
<b>Grand Total</b>	<b>108</b>		
Night owl		Step down	
<b>Gender</b>	<b>Users</b>	<b>Gender</b>	<b>Users</b>

Female	5	Female	4
<b>Grand Total</b>	<b>5</b>	Male	3
		<b>Grand Total</b>	<b>7</b>

**Mitigating and/or improvement actions to be taken**

Ensure that commissioning plans reflect this split.	
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**Sexual orientation** - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
--	--

Adult social care have this year begun to keep records of this characteristic.	
--	--

<b>Equality information on which above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
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<p><b>Extra/flexi Care Housing</b></p> <table border="1"> <thead> <tr> <th></th> <th><b>Users</b></th> </tr> </thead> <tbody> <tr> <td>Gay or Lesbian</td> <td>1</td> </tr> <tr> <td>Heterosexual / Straight</td> <td>63</td> </tr> <tr> <td>Not known</td> <td>41</td> </tr> <tr> <td>Other sexual orientation not listed</td> <td>1</td> </tr> <tr> <td>Person asked but declined to respond</td> <td>2</td> </tr> <tr> <td><b>Grand Total</b></td> <td><b>108</b></td> </tr> </tbody> </table>		<b>Users</b>	Gay or Lesbian	1	Heterosexual / Straight	63	Not known	41	Other sexual orientation not listed	1	Person asked but declined to respond	2	<b>Grand Total</b>	<b>108</b>	Not captured from Mosaic Case Management System or NHS systems
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**Mitigating and/or improvement actions to be taken**

Ensure that commissioning plans reflect this characteristic.
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<p><b>Human Rights</b></p> <p>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</p>
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>Adult social care practice follows the principles of human rights legislation and all 16 articles are key to the work of the department.</p>
<p><b>Information on which above analysis is based</b></p>
<p>Adult social care employ professionally qualified staff and this is a key fundamental for practitioners to gain and retain their registration is adherence to the principles of Human rights legislation.</p> <p>Both for those staff, and non-qualified staff training courses are mandatory with the principles of Human Rights Legislation at its core – details of the department’s learning and development plan is available.</p>
<p><b>Mitigating and/or improvement actions to be taken</b></p>
<p>None</p>

**Conclusions**

**Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:**

Have any potential significant concerns amongst service users or the wider community been identified?

**This analysis shows that this approach forms part of the initiative of ‘right care at the right time’.**

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?

**None identified**

Have you identified any negative or positive impacts re: the promotion of good community relations ?

**This analysis shows that this approach forms part of the initiative of ‘right care at the right time’.**

Are there any specific implications for groups experiencing socio-economic disadvantage?

**None identified**

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ?

**None identified**

Are there any specific implications for Borough Plan priorities or commitments ?

**None identified**

**Section 5: Further equality actions and objectives**

<b>5. Further actions</b>			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
<b>Number</b>	<b>Description of issue</b>	<b>Action</b>	<b>Timeframe</b>
1	Not enough data on socio economic position of adults with care and support	Not enough data on socio economic position of adults with care and support – the case management system has limits around this	A long term plan is needed
2	Ensure diverse needs of the local population and service users are incorporated in commissioning plans.		
3			
4			
5			
6			
7			

<b>5. Equality and socio-economic objectives (for business plans)</b>			
Based on the initial analysis above, please detail any of the equality objectives outlined above 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.			
	<b>Lead officer</b>		<b>Targets</b>



Objective and measure		Current performance (baseline)	Year 1	Year 2
NA				

6. Review of implementation of the equality objectives and actions				
Ongoing through department returns to the department of health.				

**Implementation Equality Impact and Needs Analysis of budget proposal:**  
**proposed date if known** : not known