



**Budget Equality 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).

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

Proposed policy/decision/business plan area to which this equality analysis relates	- Telecare transformation		
Equality analysis author	Karen Crane/Kathryn Simpson/Alex Irvine		
Strategic Director:	David Quirke- Thornton		
Department	Children and Adult’s Services	Division	Adult Social Care
Period analysis undertaken 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. It can be further built upon and reviewed at implementation stage.	Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing: <ul style="list-style-type: none"> • Budget Challenge and date • <u>December Equality Analysis</u> • January Cabinet Equality Analysis • January Overview and Scrutiny Committee • February Council Assembly 		

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

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving
<p>The Southwark Monitoring and Alarm Response Team (SMART) provides a 24/7 emergency home alarm service to vulnerable Southwark residents living in the community. SMART monitors pendant alarms, as well as Telecare sensors that link into the pendant alarm.</p> <p>Due to the imminent switchover from analogue to digital phone lines, SMART and Telecare services are currently being reviewed. Given the current ways of working are being reviewed there is an opportunity to review how the service is delivered and savings achieved. The aim of the service is to support the national programme of switching from analogue to digital telecommunications ready for 2025.</p> <p>Predicted efficiency and improved use of resources of £500,000 over 2 years for Adult Social Care will be achieved through cross organisational working to review current income generation.</p>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<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>

Key stakeholders were/are involved in this policy/decision/business plan	<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>The SMART team is based within Exchequer Services, with close cooperation of adult social care for those alarms in the homes of the most vulnerable adults 18+.</p> <p>National telecommunications suppliers who operate the digital programmes.</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 VCS Members</p>
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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

Age - 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).													
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 will enable more streamlined cost effective provision of the service.</p> <p>No potential impact is expected for older population, as you can see they are the main users of the service.</p>													
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based												
<ul style="list-style-type: none"> • Age <table border="1"> <thead> <tr> <th>Age band</th> <th>Users</th> </tr> </thead> <tbody> <tr> <td>18-64</td> <td>457</td> </tr> <tr> <td>65-84</td> <td>1116</td> </tr> <tr> <td>85+</td> <td>702</td> </tr> <tr> <td>Age Missing</td> <td>2</td> </tr> <tr> <td>Grand Total</td> <td>2277</td> </tr> </tbody> </table>	Age band	Users	18-64	457	65-84	1116	85+	702	Age Missing	2	Grand Total	2277	Not captured on Mosaic Case Management system.
Age band	Users												
18-64	457												
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Age Missing	2												
Grand Total	2277												
Mitigating and/or improvement actions to be taken													
This age characteristic should be reflected in commissioning plans.													

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.

<p>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.</p>									
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p>								
<p>This review will enable more streamlined cost effective provision of the service.</p> <p>No potential impact anticipated for residents with a disability based on the nature of the service.</p>									
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based Not captured on Mosaic Case management</p>								
<ul style="list-style-type: none"> Disability <table border="1"> <thead> <tr> <th>Disability</th> <th>Users</th> </tr> </thead> <tbody> <tr> <td>N</td> <td>1654</td> </tr> <tr> <td>Y</td> <td>623</td> </tr> <tr> <td>Grand Total</td> <td>2277</td> </tr> </tbody> </table>	Disability	Users	N	1654	Y	623	Grand Total	2277	
Disability	Users								
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Y	623								
Grand Total	2277								
<p>Mitigating and/or improvement actions to be taken</p>									
<p>The disability demographic should be captured in commissioning plans.</p>									

<p>Gender reassignment: - The process of transitioning from one gender to another.</p> <p>Gender Identity: 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>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>No potential impact anticipate for residents with gender reassignment based on the nature of the service.</p>	

Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
Nil return captured	Not captured on Mosaic Case management
Mitigating and/or improvement actions to be taken	
Data should be monitored to ensure that this characteristic is reflected.	

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.)**

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)																				
<p>This review will enable more streamlined cost effective provision of the service.</p> <p>No potential impact anticipate for residents based on marriage and civil with a disability based on the nature of the service.</p>																					
Equality information on which above analysis is based	Socio-economic data on which above analysis is based																				
<ul style="list-style-type: none"> Marital status <table border="1"> <thead> <tr> <th>Marital Status</th> <th>Users</th> </tr> </thead> <tbody> <tr> <td>Civil Partnership</td> <td>6</td> </tr> <tr> <td>Cohabiting</td> <td>12</td> </tr> <tr> <td>Divorced</td> <td>107</td> </tr> <tr> <td>Married</td> <td>234</td> </tr> <tr> <td>Not Recorded</td> <td>1195</td> </tr> <tr> <td>Separated</td> <td>39</td> </tr> <tr> <td>Single</td> <td>374</td> </tr> <tr> <td>Too Young to Apply</td> <td>1</td> </tr> <tr> <td>Widowed</td> <td>309</td> </tr> </tbody> </table>	Marital Status	Users	Civil Partnership	6	Cohabiting	12	Divorced	107	Married	234	Not Recorded	1195	Separated	39	Single	374	Too Young to Apply	1	Widowed	309	Not captured on Mosaic Case management
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Grand Total	2277	
Mitigating or improvement actions to be taken		
To be reflected in commissioning plans		

<p>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.</p>		
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p>	
<p>It is rare for those who are pregnant to become service users of adult social care. This can happen for short term services.</p>		
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>	
<p>No data captured in the timeframe</p>		
Mitigating and/or improvement actions to be taken		
Data should be monitored by commissioning for this demographic.		

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-economic disadvantage (positive and negative)																																										
<p>No specific impact anticipated for residents based on ethnicity due to the broad nature of the service.</p> <p>Ensure that commissioning plans reflect the diverse needs of the local population</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>																																										
Equality information on which above analysis is based	Socio-economic data on which above analysis is based																																										
<ul style="list-style-type: none"> Ethnicity <table border="1" data-bbox="205 790 987 1592"> <thead> <tr> <th data-bbox="205 790 831 831">Ethnicity</th> <th data-bbox="834 790 987 831">Users</th> </tr> </thead> <tbody> <tr><td>African</td><td>336</td></tr> <tr><td>Any other Asian background</td><td>22</td></tr> <tr><td>Any other Black/ African/ Caribbean background</td><td>105</td></tr> <tr><td>Any other ethnic group</td><td>64</td></tr> <tr><td>Any other mixed/ multiple ethnic background</td><td>11</td></tr> <tr><td>Any other White background</td><td>96</td></tr> <tr><td>Bangladeshi</td><td>14</td></tr> <tr><td>Caribbean</td><td>333</td></tr> <tr><td>Chinese</td><td>7</td></tr> <tr><td>English / Welsh / Scottish / Northern Irish / British</td><td>863</td></tr> <tr><td>Indian</td><td>19</td></tr> <tr><td>Irish</td><td>96</td></tr> <tr><td>Not Recorded</td><td>206</td></tr> <tr><td>Pakistani</td><td>3</td></tr> <tr><td>Refused</td><td>2</td></tr> <tr><td>Undeclared / Not known</td><td>81</td></tr> <tr><td>White and Asian</td><td>4</td></tr> <tr><td>White and Black African</td><td>6</td></tr> <tr><td>White and Black Caribbean</td><td>9</td></tr> <tr> <td>Grand Total</td> <td>2277</td> </tr> </tbody> </table>	Ethnicity	Users	African	336	Any other Asian background	22	Any other Black/ African/ Caribbean background	105	Any other ethnic group	64	Any other mixed/ multiple ethnic background	11	Any other White background	96	Bangladeshi	14	Caribbean	333	Chinese	7	English / Welsh / Scottish / Northern Irish / British	863	Indian	19	Irish	96	Not Recorded	206	Pakistani	3	Refused	2	Undeclared / Not known	81	White and Asian	4	White and Black African	6	White and Black Caribbean	9	Grand Total	2277	<p>Not captured from Mosaic Case Management System</p>
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Mitigating and/or improvement actions to be taken																																											
<p>42% of the users are from White backgrounds and 58% are from Black, Asian and Multi Ethnic backgrounds, which demonstrates a larger percentage of users from diverse backgrounds than the borough population figures and age by ethnic background 18-65 and 66+ population figures.</p>																																											

Ensure that commissioning plans reflect the diverse needs of the local population.	
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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.

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)
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Adult social care provides care and support irrespective of religious belief, and will make adjustments when religion is declared.

No potential impact anticipated for residents based on religion and belief based on the nature of the service.

Ensure that commissioning plans reflect the diverse needs of the local population.

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
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• Religion

Religion	Users
Baptist	22
Buddhist	5
Christian	388
Church of England	249
Declined to say	15
Greek Orthodox	14
Hindu	13
Jehovah's witness	20
Jewish	3
Methodist	15
Muslim	83
No Religion	126
Not Recorded	835
Not Stated	243
Other Religion	22
Pentecostal	32
Protestant	6
Roman Catholic	179

Not captured from Mosaic Case Management System

Seventh Day Adventist	6	
Sikh	1	
Grand Total	2277	
Mitigating and/or improvement actions to be taken		
Ensure that commissioning/transformation plans reflect the needs of the local population.		

Sex - A man or a woman.													
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>Adult social care provides care and support irrespective of sex, and will make adjustments as required according to that identification.</p> <p>Normally there tends to be more females in receipt of care and support than males.</p> <p>No potential impact anticipate for residents based on sex due to the nature of the service.</p> <p>Ensure that commissioning plans reflect the diverse needs of the local population.</p>													
Equality information on which above analysis is based	Socio-economic data on which above analysis is based												
<ul style="list-style-type: none"> Gender/Sex <table border="1"> <thead> <tr> <th>Gender</th> <th>Users</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>1509</td> </tr> <tr> <td>Intersex</td> <td>1</td> </tr> <tr> <td>Male</td> <td>754</td> </tr> <tr> <td>Unknown</td> <td>13</td> </tr> <tr> <td>Grand Total</td> <td>2277</td> </tr> </tbody> </table>	Gender	Users	Female	1509	Intersex	1	Male	754	Unknown	13	Grand Total	2277	Not captured from Mosaic Case Management System
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Mitigating and/or improvement actions to be taken	
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Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

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>Adult social care have this year begun to keep records of this characteristic.</p> <p>No potential impact anticipate for residents due to sexual orientation based on the nature of the service.</p> <p>Ensure that commissioning plans reflect the diverse needs of the local population</p>																									
Equality information on which above analysis is based	Socio-economic data on which above analysis is based																								
<ul style="list-style-type: none"> Sexual orientation <table border="1"> <thead> <tr> <th>Sexual Orientations</th> <th>Users</th> </tr> </thead> <tbody> <tr> <td>Bisexual</td> <td>3</td> </tr> <tr> <td>Blank</td> <td>1242</td> </tr> <tr> <td>Does not know or is unsure</td> <td>15</td> </tr> <tr> <td>Gay / Lesbian</td> <td>5</td> </tr> <tr> <td>Gay or Lesbian</td> <td>6</td> </tr> <tr> <td>Heterosexual / Straight</td> <td>881</td> </tr> <tr> <td>Not known</td> <td>67</td> </tr> <tr> <td>Other sexual orientation not listed</td> <td>3</td> </tr> <tr> <td>Person asked but declined to respond</td> <td>40</td> </tr> <tr> <td>Prefer not to say</td> <td>15</td> </tr> <tr> <td>Grand Total</td> <td>2277</td> </tr> </tbody> </table>	Sexual Orientations	Users	Bisexual	3	Blank	1242	Does not know or is unsure	15	Gay / Lesbian	5	Gay or Lesbian	6	Heterosexual / Straight	881	Not known	67	Other sexual orientation not listed	3	Person asked but declined to respond	40	Prefer not to say	15	Grand Total	2277	Not captured from Mosaic Case Management System
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Mitigating and/or improvement actions to be taken
Ensure that commissioning/transformation plans reflect this characteristic.

<p>Human Rights</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>Potential impacts (positive and negative) of proposed policy/decision/business plan</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>.</p>
<p>Information on which above analysis is based</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>Mitigating and/or improvement actions to be taken</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 no-one will suffer the loss of a service in the transformation.

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 no-one will suffer the loss of a service in the transformation.

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

5. Further actions			
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.			
Number	Description of issue	Action	Timeframe
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 and for external suppliers.

5. Equality and socio-economic objectives (for business plans)

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.

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

6. Review of implementation of the equality objectives and actions – returns submitted quarterly to the Department of Health

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