

APPENDIX F

Summary of equalities analysis

1. In line with our Public Sector Equality Duty contained within section 149 of the Equality Act 2010, has undertaken equality analysis/screening on its budget proposals, which helps to understand the potential effects that the proposals may have on different groups and whether there may be unintended consequences and in the event, how such issues can be mitigated. Analysis is also undertaken to consider any cross-cutting and council-wide impacts.
2. The summary equalities impacts assessed by each business unit on the budget changes have been analysed. It identifies 25 proposals where there is an impact negative or positive on service users, five proposals which may have an impact on staff and 19 proposals where further equalities analysis will be required as the full budget proposal is developed and before a decision is made on the implementation of the change.
3. The following table sets out the proposals that will need further Equalities Analysis before implementation:

Directorate	Division	ref	Proposal
Children's and Adults' Services	Adults' Social Care	104	Workforce Development – reduction in use of temporary staff, consolidation of training budgets and premises savings resulting in the transfer of staff to new office at Castlemead.
Children's and Adults' Services	Commissioning	107	Expansion and development of children's commissioning activity resulting in improved VFM through the All Age Disabilities pathway.
Children's and Adults' Services	Commissioning	108	Part-year impact of a programme of commissioning projects aimed at providing better sector management and improved VFM across care homes, re-ablement and housing related support in the borough.
Children's and Adults' Services	Education	301	Close Aylesbury Day Nursery (subject to completion of consultation)
Children's and Adults' Services	Children's Services	402	Centre for teenagers and parents - Piloting a multi-agency 'Sure-Start' approach aimed at teenagers and parents.
Children's and Adults' Services	Children's Services	403	Mental Health - Budget commitment for an enhanced mental health offering for children, young people and parents, with a focus on prevention and emotional health and wellbeing. This proposal supplements the previously agreed £2m commitment.
Children's and Adults' Services	Adult Social Care	404	All Age Disability - Further investment in the growing All Aged Disabilities pathway focussed on improving in borough provision for children with SEND.
Children's and Adults' Services	Adult Social Care	405	Enhanced prevention - New money to augment existing drug and alcohol programmes with a focus on creating a space and enabling change to take place, a 'Pause' approach, thereby reducing demand and reliance on council services.
Children's and Adults' Services	Adult Social Care	406	Healthy Lifestyles - Investment in a preventative, public-health approach to reducing demand and reliance on council services and promoting community resilience. A multi-faceted approach including community sports and healthy activities for older people
Children's and Adults' Services	Commissioning	407	Transformation - Continued development of digital solutions both for our service users and our staff.

			Further investment in workforce development recognising the complex nature of the social care sector in London. Commitment to greater collaboration with partner organisations including health and the voluntary sector to streamline and improve outcomes for our residents, and matching successful bids for funding.
Environment and Leisure	Waste and Cleansing	204	Price increase for bulky waste collection – change to £25 per collection of up to 10 items plus £7.60 per item thereafter
Environment and Leisure	Waste and Cleansing	206	Introduce a mandatory delivery/administration charge for supply of household 240 litre general waste bins of £25 per bin.
Environment and Leisure	Leisure- Parks and LM	207	Leisure centre car parking
Environment and Leisure	Environment – Regulatory Services	111	Noise Service - Demand Management and Efficiency Initiatives
Finance and Governance	Professional Finance Service	115	Reduction in available staffing resources for Professional Finance Services following prior structural review, as agreed in prior year. The loss of staff to be mitigated through continued improvements in financial management systems and use of data. alongside enhanced business partnering approach.
Finance and Governance	Exchequer Services	118	Reduction in Benefit staffing due to caseload reduction from ongoing Universal Credit transition. Agreed as part of budget challenge 2018-19
Place and Wellbeing	Public Health	123	Efficiency savings achieved through re-specification / tender of Exercise on Referral, Health Intervention Hub (obesity, CVD, diabetes). Currently underway
Place and Wellbeing	Public Health	124	Efficiency savings achieved through contract negotiation and re-specification with the Evelina. Review responsibilities, casemix, workload, staffing levels and costs and improve coverage. (School Nurses)
Place and Wellbeing	Public Health	126	Efficiency savings achieved through contract negotiation and re-specification with the Evelina. Review responsibilities, casemix, workload and costs and improve coverage. No net reduction in Health Visitor numbers envisioned. (Health Visitors)

4. Where there will be an impact on staff, as specific proposals come forward and at each stage of implementation thereafter the different impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.
5. The impact of change for service users is varied as the council seeks to both balance its budget and invest in areas where evidence indicates there is greatest impact on health and well being of people in the borough. In particular increased investment in Centre for teenagers and parents, Mental Health services for children and young people, All Age Disability, augmenting existing drug and alcohol programme, community sports and healthy activities for older people, swimming lessons free for all residents, increasing the Southwark Emergency Support Scheme will significantly improve health outcomes and address the health inequalities and well being in Southwark.
6. The cumulative impacts across each of the protected characteristics, and mitigating measures are outlined below:

Age

Overall the proposed changes identified in the budget aim to improve services for young people through programmes such as the centre for teenagers and internship programme, and should improve the opportunities for older people to live well, through schemes such as the investment in physical activity for older people. Where services are increasing their use of digital interventions the negative impact for older people is mitigated by alternative and supported mechanisms for service engagement and access.

Disability

The shift to provision of public health services to digital services should improve access for people with disabilities. In Southwark there are still 8,000 yet to be transferred to PIP and a reduction in legal advice services may have an impact on this group as a significant number of claims are only successful following appeal. However the introduction of the disability hub later in the year may mitigate this reduction.

Gender Reassignment

No impacts have been identified however it should be noted that there is limited base line information about this group against which to measure potential impacts.

Marriage and Civil Partnership

No impacts have been identified

Pregnancy and Maternity

The proposed recommissioned smoking cessation service includes a pregnancy quit / offer for pregnant women, and a recommendation for the PH team smoking lead to work with maternity services to increase referrals from maternity services.

Race

Most of the proposed changes will produce a positive impact for BAME communities in Southwark. Although the changes proposed for legal services contract may have a disproportionate impact on BAME clients as they form a higher percentage of service users, this impact is mitigated by a number of programmes elsewhere. These include older people's hub, and disability hub. There is potential for increased London wide funding for NRPF clients; funding dedicated to advice in different languages will be ring fenced within the generalist advice contract and referral to VCS funded organisations that support different groups will provide some support.

Religion or Belief

No significant impacts have been identified.

Sex

The most significant impact appears to be The PrEP Impact trial which appears to be targeting men more than women to receive PrEP, based on risk of HIV exposure. There is also the possibility that the increased clinic activity due to PrEP may be diverting resources away from women, who are traditionally higher users of sexual and reproductive health services. Ongoing monitoring of services will enable the service to understand any adverse change.

Sexual Orientation

The PrEP Impact trial has identified men who have sex with men as a target group to receive PrEP.

Socio-economic Disadvantage

Most of the impact relates to the impact on service users as a consequence of increased costs to access services. For many of these further EA is required and change will be

delivered after due consideration of the potential impact and any mitigations that may be put in place as the services develop their proposals. The new internship scheme, changes to the smoking cessation service and making swim sessions free to all residents will all have a positive benefit for this group.

Human Rights

The only impact will be from the reduction in legal advice services which identify and challenge on discrimination.

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