



Equality Impact Assessment

Name of Lead Officer: Felicity Mercer, Policy Manager, Tel: (01952) 380136

Service Delivery Unit: Assistant Chief Executive

Name of Policy / Function being assessed: Service and Financial Planning (Budget) Strategy 2010/11 to 2012/13

1. What is the scope of the policy/function/practice?

<p>Think about:</p> <ul style="list-style-type: none"> • Explaining the policy or function to an outsider • What does it include? • What does it not include? • Who is it chiefly aimed at? 	<p>The Service and Financial Planning Strategy sets out the Council's approach to planning and managing its resources over the next 3 years (2010/11-2012/13). It includes specific budget proposals for 2010/11, such as:</p> <ul style="list-style-type: none"> - Spending plans (revenue and capital); - Savings plans; - Use of balances; and - Council Tax increase. <p>For further details see the Cabinet report 'Overview and Revenue Report' and supporting appendices.</p>
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2. What is the purpose of the above?

<p>Think about</p> <ul style="list-style-type: none"> • What is it trying to do? • What does it aim to achieve? • Would examples help to explain it? 	<p>The aims of the Service and Financial Planning Strategy are to ensure that we:</p> <ul style="list-style-type: none"> - Allocate resources to community priorities; and - Set a balanced and sustainable budget (i.e. to ensure that we have enough money to be able to deliver priorities now and in the longer-term).
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3. Who is defining or has defined the strategy policy / function and who implements it?

<p>Think about</p> <ul style="list-style-type: none"> • Is it based on national guidelines or 	<p>The Service and Financial Planning Strategy due to be considered by Cabinet on 23 February 2010 and full Council on 4 March 2010 is based on and</p>
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<p>requirements?</p> <ul style="list-style-type: none"> • Is it based on custom and practice? • Has it grown out of past policies? • Who is involved in its development? Managers/Staff/ elected members/service users? 	<p>refreshes the previous strategy (agreed by full Council in March 2009).</p> <p>The strategy is developed jointly by the Cabinet and the Corporate Management Team. The following members/senior officers play a key role in its development:</p> <ul style="list-style-type: none"> - Leader of the Council - Cabinet Member: Efficient, Community-Focused Council - Corporate Director: Resources - Head of Finance - Assistant Chief Executive
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4. Who are all of the groups of people or organisations that are affected by this policy or function? (for example: customers / service users / partners / staff)

<p>Think about</p> <ul style="list-style-type: none"> • Internal and external people • Staff, partners, contractors, service users, potential service users, lead bodies, • national or regional bodies • Voluntary sector groups or organisations 	<p>This strategy affects everyone who lives, works or visits the Borough, in particular:</p> <ul style="list-style-type: none"> - Residents – both as service users and Council Tax payers - Businesses - Voluntary sector organisations - Partner organisations <p>It also directly affects our employees.</p>
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5. Who are the key people to be involved in the assessment process?

<p>Think about</p> <ul style="list-style-type: none"> • A small team of people with sound knowledge and understanding of the policy or function • Someone with understanding of the information / data related to this work • Possibly a “critical friend”, someone who is one step removed from the policy or function who can ask questions you may not ask yourself. 	<p>A key part of developing and assessing this strategy is consulting and engaging with the community. For full details of who we have consulted with and their responses please see Appendix 6a of the main report referred to in Section 1.</p> <p>Consultation and engagement has included:</p> <ul style="list-style-type: none"> - A postal survey of the Community Panel – a cross-section of 1350 local residents (534 responses) - ‘Your Money, Your Views’ – a consultation document on the main budget proposals (x responses). This consultation was designed to be accessible to everyone – people were able to give their views online, by freepost or in
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	<p>person and included information about how to access the document in alternative formats and languages)</p> <ul style="list-style-type: none"> - Engagement events in Newport, Madeley, Wellington, Oakengates and Dawley (455 people took part) - Meetings with: <ul style="list-style-type: none"> • Young People’s Forum • Connecting Communities Group • Disabilities Forum • Rural Forum • Voluntary and Community Forum • Parishes Forum • Chamber of Commerce (Policy & Representation Board) • Local Strategic Partnership • Head Teachers/Diocesan Representatives • Joint Information and Consultation Forum (JICF) – Trade Unions • Corporate Employee Focus Groups
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6. What equality specific data is readily available to help the development of this policy?

<p>Think about</p> <ul style="list-style-type: none"> • Profile of users • Local statistics / census data • Output information • Local / National research • Benchmarking information • Complaints/Comments/ Compliments • Informal feedback <p>Also think about how this data can be broken down to inform you about the different equality groups</p>	<p>We use a wide range of data sources in developing the Service and Financial Planning Strategy, including:</p> <ul style="list-style-type: none"> - Census data - Results of recent consultation exercises e.g. Place survey, Citizen’s Survey, Community Panel surveys - Data on impact of economic downturn e.g. unemployment figures/number of benefit claimants <p>Across our services, we also have a wide range of data about the uptake of services by the different equality groups.</p>
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7. What are the particular issues for the groups below in relation to this policy?

<p>Age</p>	<ul style="list-style-type: none"> - Increasing number of older people means extra demand for and pressure on Social Care services for older people;
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	<ul style="list-style-type: none"> - Some concerns about the impact on older people of providing Travel Link services in different ways (savings proposal), particularly use of screens for public transport information (Community Panel); - Relatively high levels of young people not in education, employment and training; - Some concerns about young people who leave the area for college/university not returning due to a lack of graduate-level jobs and facilities/.activities for young people (Young People's Forum, Rural Forum, Connecting Communities Group)
Disability	<ul style="list-style-type: none"> - As above, increasing demand for and complexity of care for disabled adults and children; - Some concerns about the impact on disabled people of switching off certain street lights between midnight and 5.30am (savings proposal) (Disabilities Forum/Community Panel); - Some deaf people report difficulties accessing Council services e.g. not enough British Sign Language Interpreters for local deaf people (Disabilities Forum)
Gender/Transgender	<ul style="list-style-type: none"> - No specific issues arising from consultation
Racial group	<ul style="list-style-type: none"> - There are issues around relatively low educational attainment and economic deprivation within some racial groups - Some concerns that there is not enough emphasis on equalities and diversity and that some Council services are not racially sensitive (Connecting Communities Group) - Some concerns about the impact on BME people of reviewing translation and interpretation services (Connecting Communities Group)
Religion or belief	<ul style="list-style-type: none"> - See above, some concerns that there is not enough emphasis on equalities and diversity and that some Council services are not culturally sensitive (Connecting Communities Group)
Sexual orientation	<ul style="list-style-type: none"> - No specific issues arising from consultation
Location/ Urban / Rural	<ul style="list-style-type: none"> - New Town Estates are physically deteriorating and some estates have relatively high levels of deprivation - Strong community support for regeneration of Borough Towns, some concerns that redeveloping the Town Centre will conflict with this - Some concerns that resources are being focused on Town Centre, Borough Towns and New Town Estates and not on other parts of Telford and the rural areas (Young People's Forum, Rural Forum)
Deprivation	<ul style="list-style-type: none"> - Impact of the economic/housing downturn on local

	people and Council services
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8. How are you proposing to address the above issues within the policy?

Age	<ul style="list-style-type: none"> - Extra revenue funding for Adult Social Care Services (£1.7m in 2010/11) - £1m capital funding for extra care housing (specialist housing for older people and disabled adults) - £117.8m capital funding to create new Sports & Learning Communities - £500k capital funding to improve parks and play areas - The specific concerns about the proposed changes to Travel Link services will be reviewed in detail – we will work with the Transport Access Group to see how these can best be addressed (full details will be included in a business case to be considered by Cabinet in March 2010)
Disability	<ul style="list-style-type: none"> - Extra revenue funding for Adult Social Care Services (£1.7m in 2010/11) - Extra revenue funding for Children’s Social Services (£1.9m in 2010/11) - £1m capital funding for extra care housing (specialist housing for older people and disabled adults) - £2.1m capital funding for disabled facilities grants to help people stay in their own homes - £500k capital funding for improving street lighting – we will also monitor the impact of the specific savings proposal of switching off certain street lights on main roads between midnight and 5.30am by monitoring complaints and holding a 6-month review meeting with the Disabilities Forum - A separate meeting with the Deaf Group will take place to discuss and address access problems
Gender/Transgender	<ul style="list-style-type: none"> - No specific issues arising to address
Racial group	<ul style="list-style-type: none"> - £117.8m capital funding to create new Sports & Learning Communities – this will help to address inequalities in educational attainment - A separate meeting will take place with members of the Connecting Communities Group to discuss how to make services more racially/culturally sensitive - A commitment has been given that translation and interpretation services will be changed not cut and that any review will be done in consultation with the Connecting Communities Group.
Religion or belief	<ul style="list-style-type: none"> - A separate meeting will take place with members of the Connecting Communities Group to discuss how to

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	make services more racially/culturally sensitive
Sexual orientation	- No specific issues arising to address
Location/ Urban / Rural	<ul style="list-style-type: none"> - £20m capital funding to regenerate Borough Towns - £11m capital funding to regenerate Woodside, Brookside and Sutton Hill - £59.2m capital funding for Phase 1 of the redevelopment of Telford Town Centre - Of £6.3m capital funding for roads and pavements, £2.5m will be for rural areas - £150k revenue funding for a new Community Fund – exactly how this money will be allocated is yet to be determined, however results of consultation suggest that the general view is that money should be allocated evenly across the Borough (i.e. including areas not covered by the above projects)
Deprivation	<ul style="list-style-type: none"> - £20m capital funding to regenerate and encourage the economic development of the Borough Towns - £11m capital funding to regenerate Woodside, Brookside and Sutton Hill - £59.2m capital funding for Phase 1 of the redevelopment of Telford Town Centre - £76k revenue funding for 2010/11 to help people affected by the economic downturn e.g. funding the Citizen's Advice Bureau to provide services like debt-counselling at the Council's one-stop shop - Proposal to limit the increase in Council Tax to 1.9% (31p per week on an average home) in recognition of the difficult economic situation facing Council Tax payers

9. Before you finalise to your policy, who are you consulting with or planning to consult with?

<p>Think about:</p> <ul style="list-style-type: none"> • Who are you consulting with as part of the development process. • Can you monitor your consultees to assess if all groups are being reached. • Is it one particular Equality and Diversity strand of customer (i.e. disabled people) that your amendments need to focus on • Do you need to involve partner agencies/ staff members / national organisations in this consultation exercise? • What is your time scale? • Do you need to speak to the Council's Consultation, Research & Information 	<p>See Question 5. We have aimed to consult with a wide range of groups and forums and we have also monitored participation in the Community Panel Survey and the Borough Towns engagement events (see Appendix 1).</p>
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Manager? (Extension 80132)	
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10. What format is your consultation taking / going to take?

<p>The council needs to take a co-ordinated approach to consulting with the community , therefore please liaise with your PEG reps / CALM Group in ACC / and recorded your consultation on the Consultation Register?</p> <p>Think about</p> <ul style="list-style-type: none"> • Have you already got a group you participate with (for example a bus users group that is representative of the identified groups you wish to consult with) • Have you discussed with your PEG members whether a joint approach could be made? • Have you identified any overlap with other service areas /partnerships where joint consultation could take place • Are you aware of the council's consultation strategy and support available through policy? (for example community panel) • Have you planned that it may take more than one consultation exercise to get the information you are after? 	<p>See Question 5.</p>
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11. How are you planning to give feedback to the people who have been consulted?

<p>Think about</p> <ul style="list-style-type: none"> • Letting the consultees aware of where the documentation will be published • Asking the consultees if they would be willing to be "critical friends" in the future 	<ul style="list-style-type: none"> - The results of all consultation is being published on the Council's Website (for internal stakeholder groups on the Intranet) - Notes of all consultation meetings have been sent to chairs/group organisers for circulation - A summary of all consultation will be included as part of the Cabinet/Council report – there will also be a separate
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	<p>press release covering the results of consultation</p> <ul style="list-style-type: none"> - Members of the Community Panel will receive details of the results in a 'feedback' newsletter
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12. How are you going to monitor the equality impact of this policy or function on customers in the future?

<p>Think about</p> <ul style="list-style-type: none"> • Monitoring forms • User information • Output information • Local / national research • Benchmarking information • Complaints/comments/compliments • Informal feedback • User groups 	<p>We will continue to encourage the monitoring of uptake of and satisfaction with different services Council-wide across all equality strands in order to inform future budget processes.</p>
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13. What do you anticipate the longer term equalities outcomes will be as a result of this EIA?

<p>We anticipate that the development of the Service and Financial Planning Strategy and this EIA will ensure that our plans reflect the needs and priorities of the whole community and that we spread our resources fairly across the Borough, whilst recognising difference and disadvantage.</p> <p>All Council services are being encouraged to monitor take-up of services and satisfaction with services by the different equality strands and the results will be monitored and used to ensure continuous service improvement.</p>
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Appendix 1 – Monitoring Data (Engagement Events)

Equality Strand	Engagement Events (Borough Towns)
Age	0-11 – 0% 12-18 – 5.9% 19-25 – 8% 26-39 – 17.5% 40-64 – 39.9% 65+ - 28.7%
Disability	24.6% considered themselves to have a disability
Gender/Transgender	Gender - 36.2% male/63.8% female Transgender – 2.2%
Racial group	White – 93.3% Asian or Asian British – 3.9% Mixed – 1.4% Black or Black British – 1.8% (More detailed analysis available)
Religion or belief	Christian – 58.2% Muslim – 0.5% Sikh – 1.5% Hindu – 2.6% No religion – 34.5% Rather not say – 2.6%
Sexual orientation	Heterosexual – 94.1% Lesbian/gay – 0.5% Bi-sexual – 0.5% Rather not say – 4.8%

Appendix 2 – Monitoring Information (Community Panel)

The following is an example of the analysis that has been done for one question only – full data is available

Q1. How strongly do you agree or disagree with each of these principles?		Gender		Age			Disability		BME		Community Cluster					Urban
		Count	Male	Female	18-39	40-59	60+	No disability	Disability	White	BME	Newport	Wellington	Telford North	Telford Central	Telford South
Seek to minimise the level of Council Tax increase, balanced against growing demands for Council services and protecting services from cuts	Strongly agree	305	55%	61%	55%	52%	63%	58%	56%	57%	63%	58%	59%	55%	64%	57%
	Agree	197	39%	35%	40%	44%	33%	36%	40%	38%	30%	38%	38%	35%	33%	41%
	Neither	13	3%	2%	3%	3%	1%	3%	2%	2%	7%	3%	1%	4%	1%	0%
	Disagree	6	1%	1%	3%	0%	2%	1%	1%	1%	0%	2%	1%	2%	1%	0%
	Strongly disagree	6	2%	0%	0%	1%	0%	1%	1%	1%	0%	0%	1%	2%	1%	0%
	Don't know	3	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	2%
Total		530	273	251	40	173	253	331	143	471	46	66	85	161	98	54