

Appendix 3 - Individual Proposals - Equality Impact Analysis

i) Summary of previously identified savings proposals and actions

Ref No.	Service	Description of Saving	Action Required	Status Update
14/15 68	Care & Support	Savings from reducing the average rates paid for homecare.	Equalities officer to follow up with Care and Support Brokerage	<p>Efficiency saving derived from the introduction of the Domiciliary Care Framework relating to suppliers.</p> <p>Cabinet report – Domiciliary Care Preferred Provider Frameworks – 26 June 2014</p> <p>Quality outcomes for clients will not be compromised, assured through the contacting and monitoring process. Contract management will assess overall performance. Quality Officers will monitor individual service delivery. Will potentially improve quality by removing poor suppliers from the framework arrangement. Report and consultation to be reviewed including particular attention to Individual Placement Arrangements.</p> <p>Resolved</p>
14/15 178	Care & Support	Reduction to the cost of packages where Homecare is being supported financially and the cost is above the average residential weekly cost.	Detailed impact analysis required.	<p>Individual needs assessment and duty related to unmet social care need.</p> <p>Personalised budget management and sign-posting services provide a choice alternative.</p> <p>Resource Allocation System Impact Analysis is awaiting confirmation. It is particularly relevant to the saving being conducted in an equitable fashion.</p>

Ref No.	Service	Description of Saving	Action Required	Status Update
14/15 182	Care & Support	Integration - Review of service areas where further integration within the council and with health partners to generate further management savings	To be recorded in the SFP report appendices – Equalities Officer to work with Lead Officer to embed principles.	Lead officer briefed – changes are related to management efficiencies, integrating practices and pooled funding pots. Mid year check in with Clare Hall-Salter due October 2014
14/15 215	Family & Cohesion Services	Commissioning Review of Transport and Public Transport	Detailed impact analysis required.	Relevant meeting have been held with responsible Assistant Directors.
14/15 185	Family & Cohesion Services	Highways & Transport: Subsidised Bus Services - consider reducing / removing the subsidy on existing subsidised routes	Detailed impact analysis required on each change as they are developed.	<p>The review identifies a number of potential saving opportunities of which the following have been identified as having relevance to our Equality Duty.</p> <p>Further investigation identified that the following proposals have no or insignificant impact on our equality duties and mitigations are integrated into their development.</p> <ul style="list-style-type: none"> • Schools Further investigation identified low level organisational changes that would have no impact on the service users. • Special Education Needs Demand driven savings linked to delivery of SEND reforms. • Adult Social Care Demand driven savings responding to personal budget implementation. • Fleet Re-organisation of services to improve utilisation

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				<p>and commercial viability. Improving sustainability and becoming more customer focussed with a increased diversity of vehicles and service flexibility to better manage customer needs.</p> <p>These proposals were identified as having potential significant impacts on customers and the equality duty.</p> <ul style="list-style-type: none"> • Post 16 Transport Adjustments to the proposal have mitigated the potential impact whilst still delivering some savings by using more cost effective methods. Ref 15/16 Proposal 89 & 90 • Subsidised public transport services Impact analysis will be conducted for each proposed change to subsidised services. Ref 14/15 Proposal 185 & 15/16 Proposal 19 <p>Equalities Officer will continue to work with relevant commissioning officers on an on-going basis to ensure consistent application of equality principles.</p>
14/15 229	Family & Cohesion Services	In line with 2011 proposals for establishing network of community ambassadors. Linked to emerging Early Help Offer opportunity will be taken to review structure across range of EH services including impact of those joining LA in 15/16	Equalities Officer to engage with lead officer as proposal develops	<p>Linked to 234 (below)</p> <p>Saving is for delivery in 2015/16.</p> <ul style="list-style-type: none"> • Equalities Officer to link with Lead Officer/s.

Ref No.	Service	Description of Saving	Action Required	Status Update
14/15 193	Family & Cohesion Services	Public Health Contracts - use existing services to provide some of package currently contracted out including smoking, sexual health, school nursing etc	Equalities Officer to follow up with Family & Cohesion Services AD	Contracts are at various stages of letting. Questions related to equality are included in the letting process. It is crucial that equality principles continue to be incorporated into the specification setting and contract monitoring for each contract.
14/15 199	Public Health	Changes and cessation of some contracts and agreements in Sexual Health, Health Checks, Nutrition & Obesity and Miscellaneous Health and Wellbeing services. Changes arise mainly from review work carried out as part of the transition process.	Equalities Officer to follow up with Public Health AD	<ul style="list-style-type: none"> Equalities Officer will continue to work with Public Health Commissioning on an on-going basis to ensure consistent application of equality principles.
14/15 234	Safeguarding	Partnership approach to delivery of EDT (20%)	Safeguarding AD to be updated in March 2014	Safeguarding Assistant Director updated in March, as requested, in relation to current equality practice. Area of attention relates to continued levels of good service for vulnerable people and post transition impact monitoring.
14/15 194	Safeguarding	Partnership approach to delivery of Adoption Services (20%)	Partnership IA to be ratified by CYP management team by 21/01/13 on its way to Cabinet 20/02/13. Copy of IA to be sent to Equalities Officer to add into the evidence document for the budget report.	Information received showing broadly favourable outcomes for the borough. Cabinet Report – West Mercia Adoption Project – 24 April 2014. The pool of potential Adopters will increase significantly with more diverse range of participants and better access. This will ensure a greater number of appropriate matches. Resolved

Ref No.	Service	Description of Saving	Action Required	Status Update
14/15 58	Public Health	Drugs and Alcohol Support Services contract review/service re-design	Equalities Officer to contact Lead Officer and take forward.	<p>Statement received for inclusion in 2015/16 Service and Financial Planning Report.</p> <p>Broadly positive improvements changing the approach to a more efficient proactive system managing recovery rather than maintenance.</p> <p>Resolved</p>

ii) **Savings proposals Identified for investigation in the 2015/16 updated savings proposals**

The following savings proposals have been identified as having some relevance to the Equality Duty or there is insufficient information to make a judgement so further investigation is required.

No.	Description of Saving	Action Required
Neighbourhood & Leisure Services		
19	Increase Target for public transport service review beyond 50k already agreed in previous savings targets	Linked to 14/15 Proposal 185 Detailed impact analysis required on each change as they are developed.
Law, Democracy & People Services		
31	Review of single status implementation	Equalities Officer to contact Lead Officer and take forward.
Education and Corporate Parenting		
38	Reduce the funding of redundancy costs in schools by a more exacting approach to determining the eligibility of these payments for local authority funding from April 2015	Equalities Officer to contact Lead Officer and take forward.
39	Schools to fund all new premature retirement costs from April 2015	Equalities Officer to contact Lead Officer and take forward.
40	Cease to fund remission of payments for pupils for music and Arthog by passing responsibility for this to schools from April 2015	Further investigation required.
41	Schools to pay directly for their own swimming provision from September 2015 rather than via joint use contributions, which are currently partly funded by the LA	Potential impact on vulnerable young people's equality of opportunity.

No.	Description of Saving	Action Required
Family, Cohesion & Commissioning Services		
14/15 230	Implementation of Youth Offer	Further investigation required.
48	Based upon 2013/14 outturn and monitoring capacity exists within youth budgets for a reduction in funding for positive experiences. This funding will be required in 2015/16 to offset savings target	Cumulative aspects to be considered in full service and Financial Planning IA.
50	One off contribution from reserves held for supporting positive activities for vulnerable youth and a number of one off projects	
Adult Social Services		
60	Voluntary Sector Contract Review	Detailed impact analysis required. Identified by Service.
61	Separation of Support Planning from Assessment & Case Management	Equalities Officer to link with Lead Officer/s.
62	Improved procurement of Supporting people services	

iii) Equality Analysis completed– detailed

Proposal 58 (2014/15) – Substance Misuse Services, Public Health

Drug and Alcohol Support Service, contract review /service redesign; proposal identified in 2014/15 savings proposals.

Substance misuse services in Telford and Wrekin consist of the following provision currently:

- In-House Adult provided at Portico House
- IMPACT AAS provide the adult alcohol counselling and support service including support to carers, family and friends
- NACRO provide the Young Peoples substance misuse service and adult service around employability and training
- TACT represents Telford After Care Team, who supports service users recovering from substance misuse and are normalising their lives. They also facilitate access to Mutual Aid
- Probation services – support offenders with substance misuse issues and ensure referrals are made into services
- Additional services provided within Portico House and around Telford are:
 - GP Shared Care – Specialist treatment in the community at local surgeries
 - Supervised Consumption at Pharmacies, who monitor and supervise individuals whilst they are taking their scripts
 - Housing Support
 - Inpatient Detoxification
 - Psychological Support

The focus recently has changed from a maintenance service to a service based around recovery. The services are being reconfigured going forward and a budget has been agreed providing minimum impact to the overall budget. In the main most contracts will be extended for a further 1 year and the in-house service is being enhanced. The savings target for all extensions and in-house services have been managed by an efficiency saving, where negotiations have been carried out with service providers who in turn have made their own efficiency savings and agreement has been reached where a lower contract value has been agreed for the same level of services.

Where services are high in price or require revising totally, these services have been given their notice and tenders will be carried out to manage these changes and appoint new service providers and in turn achieving the savings

When defining all of the services the service user has been the centre of all decisions and shaping of services ensuring that we use a person centred approach. User consultations through TACT have been carried out as well as stakeholder meetings to agree a way forward. In Line with the Needs Assessment that has been carried out, a strategy with a comprehensive action plan is in development to be approved by cabinet.

The overall vision is to have a more community focussed service with two thirds of clients accessing services being treated for their addiction in the community through their local GP surgeries and services will also work on a satellite arrangement.

Information prepared by Bhavna Taank, Commissioning Specialist - Substance Misuse