

Diversity impact assessment Appendix 10

TITLE <i>Name/description of the issue being assessed</i>	CAPITAL AND REVENUE BUDGETS 2017/18 OVERARCHING DIVERSITY IMPACT ASSESSMENT
DATE <i>Date the DIA is completed</i>	February 2017
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Anthony Lewis Head of Corporate performance and intelligence
1 Summary description of the proposed change	
<ul style="list-style-type: none"> • <i>What is the change to policy/service/new project that is being proposed?</i> • <i>How does it compare with the current situation?</i> 	

The Capital and Revenue Budgets 2017/18 report sets out the Council's spending plans for 2017/18 and how it intends to resource the delivery of services. In accordance with the constitution, this will be submitted to Full Council for consideration and approval on 23 February 2017.

Significant savings are required in 2017/18 because of the need to deliver a sustainable budget whilst continuing to deliver our priorities and meet our statutory responsibilities.

This Diversity Impact Assessment (DIA) does not seek to duplicate the service specific DIAs. Instead its purpose is to bring together their findings, summarising the cumulative impact that the budget proposals may have on people with protected characteristics within the Medway community and workforce (as defined in the Equality Act 2010).

Each service is expected to carry out a DIA to support the proposals set out in the Budget 2017/18 Report to Council.

Following the decision on the overarching budget for 2017/18, in some circumstances services will need to carry out consultation with service users. This will inform how specific services or programmes should be redesigned to meet user needs, balanced against the Council's financial resources. In these circumstances a full DIA will be undertaken (or the existing DIA will be updated) before any final decisions are made through the Council's processes, that could impact on people with protected characteristics. This will enable services to make more informed choices regarding solutions which may mitigate potential adverse impacts.

2 Summary of evidence used to support this assessment

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

Evidence used to support this overarching DIA includes:

- Capital and Revenue Budget Report 2017/18
- Service specific Diversity Impact Assessments

Review

Carrying out DIAs helps to anticipate the likely effects of budget proposals on different communities and groups, and thereby assists the Council to comply with its equality duties when discharging its public function of budget setting. In addition, the Council will continue to review the performance of services as part of the existing quarterly monitoring process to enable it to take account of the impact on people with protected characteristics when making decisions in future about the services in question.

Service proposals

Budget changes have been proposed across a wide range of services, however the changes affecting the following services demonstrate where these are most likely to impact on protected characteristic groups (eg age and disability):

1. Adult Social Care Community Grants
2. Adult Social worker posts
3. 'Getting Better Together' improvement programme
4. Social Needs Transport
5. Educational psychology service
6. Short Breaks for families/carers of children/young people with disabilities
7. Children's services redesign
8. Public Health and Well being services
9. Review of subsidised bus routes
10. Yellow bus price increase
11. Libraries

Diversity impact assessment Appendix 10

3 What is the likely impact of the proposed change?

Is it likely to :

- *Adversely impact on one or more of the protected characteristic groups?*
- *Advance equality of opportunity for one or more of the protected characteristic groups?*
- *Foster good relations between people who share a protected characteristic and those who don't?*

(insert ✓ in one or more boxes below)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age	✓	✓	N/A
Disability	✓	✓	N/A
Gender reassignment	N/A	N/A	N/A
Marriage/civil partnership	N/A	N/A	N/A
Pregnancy/maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion/belief	N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual orientation	N/A	N/A	N/A
Other (eg low income groups, carers)	✓	N/A	N/A

4 Summary of the likely impacts

- *Who will be affected?*
- *How will they be affected?*

Due to the nature of some services that have been required to identify savings for 2017/18, making changes to these services is likely to have an impact on people with protected characteristics. For example due to the proportion of the Council budget that delivers Children and Adult social care services, savings in these areas may have an impact on people with particular protected characteristics such as age and disability.

Residents on low incomes, who utilise Council services that are currently free or subsidised, may also be disproportionately affected.

The impact of changing the way in which services are delivered may also have positive impacts as well as adverse.

Service proposals are listed below:

1. Adult Social Care: Community grants

This proposal looks to end the grant payments for two day care centres run by Age UK, and to pay for individual placements for those people that are eligible for social care funded support instead. It would have a specific impact on elderly residents who use this service.

Over a period of a year, people will be offered the option of direct payments. For those that decline the offer, the Council will continue to purchase their day care place on their behalf.

The estimated 280 service users who have been referred by social care and are subject to financial assessment will also no longer be required to pay the additional £10 per day contribution. The remaining 120 estimated private users not funded by the Council may have to pay an increased fee to Age UK, the organisation that runs the day care centres.

2. Reduction in adult social worker posts

An evaluation of case loads, suggests that the number of interim social work posts covering the 0-25 and 25+ teams could be reduced until the restructure of Adult Social Care Services is completed.

This could have the potential adverse impact on people with disabilities and carers if the resulting case loads result in extending the time they wait for assessments.

3. Getting Better Together improvement programme

This proposal will deliver three new programmes of change for care to vulnerable adults, based on the 2016 review of services. This is likely to advance equality for older people and people with disabilities as they will have improved care pathways and options for support in the community.

Savings will be achieved by reducing care packages to individuals and promoting support in the community and independence, not by reducing the number of individuals who will access services. This is to ensure that everyone who needs services will receive them.

4. Adult Social Care: Social Needs Transport

This proposal will consult and implement on a new policy for Social Needs Transport, which looks at a strength based approach to the provision of transport, maximising the use of public transport and the use of mobility cars and allowances as an alternative to Council provided transport.

This may have an adverse impact on older people and people with disabilities, and carers, if the council transport service is reduced and availability based on need, adverse impact will be limited to people who do not qualify for council transport and also do not have a mobility car. The final policy however will be informed by the consultation and an updated DIA.

5. Educational psychology service

The proposal looks at not filling existing vacancies within the service, focusing on the provision of statutory educational psychology services and increasing its traded offer to schools.

Proposal will be to continue to provide statutory services for children and young people aged 0-25 with severe/complex needs, and a minimal non statutory service of 3 consultation /review meetings per year to all schools.

The focus will ensure the statutory service is delivered and there is adherence to the timeliness of assessments.

In 2015/16, 2,463 children were discussed at In School Reviews (ISRs).

These will continue as part of core time. For many of these children, the consultation and advice at ISRs is sufficient and this will continue to be provided. Others will require follow up. For those who require statutory work, this will continue.

For those who do not, schools will need to purchase the service. Such support might include staff training, consultation with parents and assessments.

It is difficult to assess how many children might be affected as some schools use the service more proactively than others and are intending to purchase more time than others. It is expected on current rates of trading enquires that the service will significantly increase its trading arm and so those disadvantaged by this change will only be in the few schools which do not purchase services. In those cases, it could impact on all groups as educational psychology relates to all children.

6. Short Breaks for children with disabilities

This proposal intends to target access to short breaks for families/carers of children/young people with disabilities who are most in need of community based provision. The proposal includes delivering a new system of direct payments and which could replace the former grant based system.

The proposals aim to; ensure greater equity in the use of community based short breaks provision, enable families to explore a wider range of services that will not restrict them to services which are provided on the Framework and enable the Council to better target its resources to those in greatest need. Whilst this could mean a change in eligibility criteria overall, it is intended that the new approach would enable more families to access this service than before.

Consultation was undertaken with affected families in 2016, of which 65% agreed with the suggestion that Direct Payments would give them greater choice, control and flexibility in respect of accessing short breaks.

7. Children's services redesign

Children's services will be restructured based on a 2016 service review including the potential development of a Multi Agency Safeguarding Hub. This may impact on the way in which support is provided to young people by

the service although the proportion of young people worked with who are identified as vulnerable is unlikely to change.

8. Public Health and Well being services

A 10% reduction in the health and wellbeing services budget for 2017/18 has necessitated a wide-ranging restructure of the Public Health directorate that has been informed by internal performance datasets. Although there maybe an adverse impact on low income groups, (as services tend to be used by people from more deprived areas), many of the changes involve the deletion of vacant posts and the opportunities this has created to introduce efficiencies.

9. Review of subsidised bus routes

The council will look to remove the subsidies for some bus routes due to low usage which will mean some services will stop. Changes to the after school, early week day and late evening and Saturday services may affect certain age groups and those with a disability who do not have private transport and rely on local bus services to access local amenities at specific times.

A review in November 2016 of average passenger numbers per affected journeys, has however indicated that the usage of these services is too low to sustain commercially and therefore should be withdrawn.

10. Yellow bus price increase

It is proposed to make a 5% increase on ticket prices on 9 Yellow bus routes which provide a morning and afternoon service to and from Medway's secondary schools. This will have specific impact on young people, although the tickets will remain heavily subsidised by the Council and the price is still significantly cheaper compared with alternative public transport.

11. Libraries

The Library Service is reviewing delivery options to ensure it is meeting the needs of the local community. Data on visits, stock issues and the opportunity to improve the service offering within existing premises will be used to shape the options.

The proposals will include a consultation process on the future provision of library services at the Thomas Aveling School; a readjustment of library opening hours at Community Hubs (to bring them in line with the closing time of Customer Contact services which share these hub venues); and the staffing arrangements at Grain Library.

Thomas Aveling library is located wholly within the secondary school grounds and only opens on weekday afternoons and Saturdays. Options will include

closure and alternative re-provision. The library has a majority young people user base but a very low set of adult users, only 156 active adult users in 2016. The library at the school will be available for the school students, but alternative provision for younger age groups will be the focus for consultation, as will be the options for increasing services to working age and older age residents.

The use of trained and supported volunteers at Grain Library based within the Chapel building in a community partnership approach as an alternative to the current staffed provision, may enhance the opportunities for protected groups and may enable an increase in opening hours for the library. More intensive use of the building offers the opportunity to assist, for example older residents looking to remain active and engaged in their community.

Staff

An overarching DIA has also been completed by the Chief People Officer that summarises the impact on staff across the organisation as a result of the proposed budget changes. It identifies 15 posts at risk of compulsory redundancy.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

Where potential adverse impacts are identified, an action plan which sets out how the department will mitigate the impact, will be included in the service specific DIAs. All DIAs and Action Plans are approved by the Assistant Directors.

Where this is the case, the Council is committed to having due regard to the matters in section 149 Equality Act 2010 as an integral part of its decision making, and ensuring that DIAs:

- Are undertaken to inform decision-making as early as possible when any proposals are still at a formative stage
- Are reviewed periodically to take into account new evidence
- Appropriate mitigating actions are considered and taken to deliver services to people that need them
- Existing council equalities and workforce policies, (eg the Fair Access, Diversity and Inclusion Policy 2012 and the Organisational Change Policy 2013) are used to minimise or avoid negative impacts on staff, especially those with protected characteristics.

The service proposals detailed above, include the following actions in their DIAs which will mitigate any adverse effect on current service users:

1. Adult Social Care: Community Grants

The proposals will be mitigated by working with the Day Care Centre provider to monitor how many private customers discontinue use of day centres and the provider exploring other means to subsidise private users of the service. The service will also look to develop the market for alternatives to traditional day care for residents.

2. Reduction in adult social worker posts

The proposed changes to interim social worker posts would be managed by the monitoring and risk management of case loads, with performance management of staff to monitor the impact through monthly performance meetings. If deemed necessary, the short term movement of cases across teams, and the merging of teams would be used to manage demand.

3. Getting Better Together improvement programme

As proposals are developed, it is expected that co-production techniques will be used to engage and involve affected communities. In addition, the programme will draw on best practice standards from other authorities and national bodies such as the National Institute for Health and Care Excellence (NICE) and the Care Quality Commission (CQC). Once implemented, the impact will be subject to annual monitoring through user surveys.

4. Adult Social Care: Social Needs Transport

A consultation will be carried out in 2017/18 before any final decision is taken to implement the Social Needs Transport policy. The DIA will be updated once this process is complete. Once the final proposal is implemented, the impact will be monitored to identify numbers of users who are adversely affected.

5. Educational psychology service

The service will encourage more traded services with schools, which accords with the principles of the SEND Strategy.

The service will monitor the timeliness of assessments and percentage of schools purchasing the service and days purchased against the number of cases raised by schools, to review the impact.

The service will give clear advice to schools on the range of support which might address their needs and sign post them to providers or strategies available.

The service will also work with SENCOs on the best use of SEN resources.

6. Short Breaks for children with disabilities

Based on feedback from the consultation process, coordinators will help families to complete self assessment applications to ensure those most in need access the service.

The Parent Forum will also be partners in the redevelopment of the self assessment form.

The Council has recently updated its Local Offer web site; this will be updated on a regular basis and the Self Directed Support Team are exploring other Digital channels, including a Facebook page and the Medway Parent Carers Forum web pages.

7. Children's services redesign

The service aims to limit the impact by improving access to services, improving the quality of assessment and potentially fostering better relationships through a Multi Agency Safeguarding Hub. This was developed drawing on research of best practice, visits to other MASH services, analysis of volume of referrals and likely demand, to inform the structure which will have capacity to respond to this demand.

Monitoring of the impact of the new approach will take place on a monthly basis following implementation.

8. Public Health and Well being services

The service has attempted to mitigate the impact by ensuring future public health campaigns are targeted to those most in need.

The health inequalities monitoring framework will also help monitor the impact of the proposed changes.

9. Review of subsidised bus routes

There are some alternative options for passengers on the affected journeys. The Council will communicate the changes and promote the times of remaining services still available through the Council website, notices and posts, as well as communications to the affected schools and student's parents.

10. Yellow bus price increase

Targeted communications informing those affected by the new ticket prices will occur in advance of their introduction.

11. Libraries

A consultation exercise is scheduled for early 2017 to inform the provision of future library services with users of Thomas Aveling library.

There is also a range of alternative service options already available including:

Diversity impact assessment Appendix 10

- other libraries
- e-lending service
- mobile library
- outreach team
- the home library service

Staff

With regards to any posts which are at risk of compulsory redundancy across the organisation, the Organisational Change Policy will be used to assist and support those seeking employment.

6 Action plan

- *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*

Action	Lead	Deadline or review date
Carry out appropriate consultation once the overall 2017/18 budget decision has been approved, incorporate the findings into new/updated DIA and resubmit to Council decision making processes	relevant service manager	end of Q2 Sept 2017 (6 months)
Directorate Management teams (DMTs) to review cumulative risk of DIAs once completed and ensure action plans are completed	DMTs	end of Q2 Sept 2017 (6 months)
Ensure that services utilise the Council's consultation processes where specific service users with protected equality characteristics may be disproportionately affected.	DMTs	end of Q3 Dec 2017 (6 months)

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing action plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

The budget decision will be made by Full Council on 23 February 2017.

Recommendations:

- Where decisions are yet to be made on how to implement cost savings, for specific services, DIAs will be undertaken (or updated) before such decisions are made. Consultation will be undertaken (where appropriate) to inform service specific DIAs
- DMTs to continue to monitor equalities impact of changes to services and assess cumulative impact of service changes across Directorates, including the delivery of DIA actions.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into service plan and monitored

Assistant Director

Phil Watts, Chief Finance Officer

Date

February 2017

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC: phone 2443 email: annamarie.lawrence@medway.gov.uk

C&A: (Children's Social Care) contact your normal P&I contact

C&A (all other areas): phone 4013 email: jackie.brown@medway.gov.uk

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Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication (corppi@medway.gov.uk)