

Diversity Impact Assessment:

Directorate	Name of Function or Policy or Major Service Change		
Council	CAPITAL AND REVENUE BUDGETS 2011/2012		
Officer responsible for producing assessment	Date of assessment	New or existing?	
Mick Hayward – Chief Finance Officer	February 8 th 2011	New	
Defining what is being assessed			
1. Briefly describe the purpose and objectives	The capital and revenue budgets for 2011/2012 set out the council's spending plans and how it intends to resource the delivery of services in 2011/12. In accordance with the constitution this is to be submitted to Council on 25 February, a special meeting convened to set the council tax. To deliver a sustainable budget significant savings have been identified.		
2. Who is intended to benefit, and in what way?	The budget must enable the council to provide services. It supports delivery of council provision which underpinned by the council's two core values <ul style="list-style-type: none"> • Giving value for money • Putting the customer at the centre of everything we do This assessment reviews the possible cumulative impact of the proposals identified in the budget report.		
3. What outcomes are wanted?	A sustainable budget is agreed which supports the council in delivering its priorities.		
4. What factors/forces could contribute/detract from the outcomes?	Contribute Good planning and effective use of information and intelligence Effective joined up working across the council to deliver services	Detract Further funding cuts Increased demand	
5. Who are the main stakeholders?	Residents, councillors, partners, officers.		
6. Who implements this and who is responsible?	Senior managers.		

Assessing impact		
<p>7. Are there concerns that there <u>could</u> be a differential impact due to <i>racial/ethnic groups</i>?</p>	<p>NO</p>	<p>For services where changes proposed could be seen as having impact it is intended to mitigate this by ensuring that the reconfigured services will continue to provide focused support for any minority ethnic communities where necessary. For example white boys from socially disadvantaged backgrounds have traditionally been performing less well than peers. This remains a priority for the council and reconfigured services will reflect this priority. In terms of reviewing data for KS2 some of the numbers are so small its not appropriate to report on individual ethnicities, but in summary BME children (excluding East and West European) do better than the Medway average at KS2. Eastern European Children perform particularly poorly at KS2 with only 23.5% achieving the expected level in English and 30% in Maths. The pattern is repeated at KS4 with BME children more likely to achieve 5A*-C at GCSE, Eastern European children are again one of lowest achieving groups. Overall Medway children perform better than the national average by the time they leave school.</p>
<p>What evidence exists for this?</p>	<p>Examples include both the impact assessment relating to social regeneration and the impact assessment for school improvement, both services are proposing to reconfigure in a way that ensures necessary support is given. Any unidentified and unintentional impact that may occur will be monitored through general satisfaction surveys, consultation and engagement with residents and educational attainment data.</p>	
	<p>NO</p>	
	<p>NO</p>	
<p>What evidence exists for this?</p>	<p>The council currently has 41,586 passes on issue and in 2009/10, 3,638,591 journeys were made by passholders in Medway; the equivalent fare value of these journeys would be £7,356,718. This proposed saving is entirely from changes in legislation which mean that the council is no longer required reimburse the bus companies. However, our service will continue as follows, in addition to the statutory concession - for free off-peak travel between 0930 and 2300 Monday to Friday (anytime Saturdays, Sundays and Bank Holidays) - we expect to continue to offer the discretionary enhancements of travel from 0900</p>	

	<p>and free travel for companions where the passholder depends on having somebody to travel with them.</p> <p>Kent County Council currently allows Medway passholders to travel from 0900 throughout Kent and bear the cost of this in their area. However, they have announced that the start time for passes in the Kent area will revert to 0930 from April. This is their decision which may have a marginal impact on some Medway passholders, but is outside the remit of the council.</p> <p>Where children have a statutory right to transport that service will be maintained. Consultation and engagement with children and young people will be ongoing and monitoring will continue through satisfaction with services to identify and unintended impact.</p>	
<p>9. Are there concerns that there <u>could</u> be a differential impact due to <i>gender</i>?</p>	YES	<p>Significant cuts have been experienced by youth services. A number of services have reached the end of their funding. This obviously has an impact on the amount of provision the council is able to offer, particularly discretionary work. These services will be reconfigured in a way that means they will be targeted to respond to the priorities identified.</p>
<p>What evidence exists for this?</p>	<p>Some Youth service work affected by current funding cuts work more with boys, others with girls. It is difficult to state categorically that one group would be significantly disproportionately more impacted on than others.</p>	
<p>10. Are there concerns there <u>could</u> be a differential impact due to <i>sexual orientation</i>?</p>		<p>None of the services have reported service reductions that might impact disproportionately. However this will be continue to be monitored to look for any unintentional or unidentified impact in the future.</p>
	NO	
<p>What evidence exists for this?</p>		
<p>11. Are there concerns there <u>could</u> be a have a differential impact due to <i>religion or belief</i>?</p>		<p>None of the services have reported service reductions that might impact disproportionately. However this will be continue to be monitored to look for any unintentional or unidentified impact in the future.</p>
	NO	
<p>What evidence exists for this?</p>		
	YES	
<p>What evidence exists for this?</p>	<p>For some proposals work is continuing to identify possible impact and to look at how best to mitigate any impact through improved joint working and</p>	

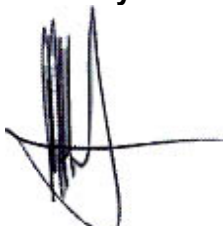

		targeting provision.
13. Are there concerns that there <u>could</u> be a differential impact due to <i>being transgendered or transsexual</i>?	NO	None of the services being impacted on by reduced funding work have a specific remit to support this work. The council will continue to provide services meet the needs of customers and to support officers in providing appropriate services and customer management.
What evidence exists for this?		Individuals privacy must be respected when gathering and using information. The council will continue to consider this issue when making changes to policies and implementing new services and will use national good practice as guidance.
14. Are there any <i>other</i> groups that would find it difficult to access/make use of the function (e.g. speakers of other languages; people with caring responsibilities or dependants; those with an offending past; or people living in rural areas)?	NO	The council has been particularly mindful of the support and services offered to vulnerable and looked after children and young people in producing this budget. Although cuts have been made in response to national legislative and financial changes and these have had a significant impact on the funding available to the council, services are being reconfigured in ways that ensure that these groups are supported effectively. The council has both a group of young commissioners and young inspectors who will be consulted to support us in achieving this aim.
What evidence exists for this?		Ensuring proposals meet the needs of those people who are most vulnerable has been identified as important to any reconfigured services in a number of individual services DIAs. Discussions about budgets with the Children in care council has reinforced a commitment to, wherever possible, not impact on Looked After Children.
15. Are there concerns there <u>could</u> be a have a differential impact due to <i>multiple discriminations</i> (e.g. <u>disability and age</u>)?	NO	The council is working hard to ensure that impact is kept to a minimum. Where services are changing particular emphasis is being paid to targeting services to those most in need. For example changes to Youth services are proposed in ways that ensure young people who might experience multiple discriminations are supported.
What evidence exists for this?		Changes proposed to services for young people will continue to be targeted to those most in need for example young people with a disability or a mental health problem. Across all services there is an emphasis on targeting to support those most in need or most vulnerable. This focus should ensure that those who may experience multiple issues are identified and supported. This will continue to be monitored.

Conclusions & recommendation

16. Could the differential impacts identified in questions 7-15 amount to there being the potential for adverse impact?	Yes	Many of the services proposed to undergo changes are provided to particular groups so the impact will be specifically on that group. This is not surprising when such significant funding reductions need to be incorporated into the budget. It is likely that the extent of proposals to youth services will have an impact on young people and children. The council is continuing to look at more effective partnership working and targeting of services to mitigate this likely impact. Engagement with children and young people will continue to direct future service provision. Monitoring will also continue to identify and impact.
17. Can the adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or another reason?		N/A
Recommendation to proceed to a full impact assessment?		
NO, BUT ...	What is required to ensure this complies with the requirements of the legislation?	<p>The impact on young people has been identified. Consultation on the proposed reconfiguration of services will continue as they are established. Individual services have undertaken impact assessments and this form aggregates the finding from those assessments. In doing so the council recognises that individual proposals on their own may not be significant but the cumulative impact of a number of proposals could have an impact on particular groups. The council has attempted to minimise impact on particular groups but it will remains to reconfigure services and to not to renew services where funding is no longer available.</p> <p>Although diversity impact assessments help to anticipate the likely effects of proposals on different communities and groups in reality it is likely that the full impact will only be known once it is introduced. Consequently, the council through individual services will continue to review and monitor satisfaction and take up of services and any unintentional impacts that come to light during that monitoring will be reported through existing quarterly monitoring processes.</p>

Action plan to make Minor modifications		
Outcome	Actions (with date of completion)	Officer responsible
Unintentional and unintended impact is picked up through on going monitoring	Monitor take up of and satisfaction with services	Assistant Directors

Put mitigations in place, where possible, to redress any unintended or unintentional impact identified through monitoring	Review monitoring at service and directorate level and report any impact to the Equality and access group	Assistant Directors

Planning ahead: Reminders for the next review		
Date of next review	Budget 2012/2013	
Areas to check at next review (e.g. new census information, new legislation due)	Any adverse impact identified through the course of the on going monitoring	
Signed Mick Hayward  Chief Finance Officer	Date	8 February 2011
Signed Neil Davies  Chief Executive	Date	8 February 2011