

## Vale of Glamorgan Council

## Equality Impact Assessment

<b>Policy/practice title: Final Revenue Budget Proposals 2012/13</b>
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<b>Who is responsible for developing and implementing the policy/practice?</b>	
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Name: Corporate Management Team	Job Title: Not Applicable
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Directorate: All	Division: All
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Assessment Date: 1 <sup>st</sup> February 2012
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**1. Objectives**

<b>What are the objectives of the policy/practice being developed or reviewed?</b>
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| <p>a.) To produce a balanced budget for the Council for 2012/13 within the current financial climate which addresses cost pressures and identifies savings required.</p> <p>b.) To identify and mitigate where possible issues of equality related to the implementation of the budget proposals for savings.</p> |
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**2. Background data:**

<b>Who is intended to benefit from this policy/practice?</b>	<b>Please ✓</b>
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All residents of the Vale of Glamorgan	✓
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Internal departments (please state): All	✓
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Customers/residents in a specific geographical location: All	✓
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Specific customers (age, gender, etc.)	✓
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Please identify: This will be dependent upon the detailed area of saving proposed. Equality impact assessments will be undertaken to assess the specific implications for each proposed saving.	
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Other	
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Please specify:	
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<b>What research or baseline information do you have about how your service is used by various groups of people?</b>
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<p>Each service is able to draw upon a variety of existing statistical and other data in relation to their relevant external and internal client groups (including staffing). Proposals for savings, which may have a potentially high impact upon clients, will be subject to further consultation and analysis prior to any approved saving being implemented.</p>
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<p>In reviewing its many cost pressures, the Council has allocated the scarce resources available to it to meet its highest priorities. This process has regard to the impact upon different services and their client base. In this way, a total of £7.4M additional funding has been allocated for 2012/13, with £6.4M being allocated to benefit education &amp; schools, children &amp; young people, adult services and youth offending. Included in the £7.4M is a sum of £3.22M to allow Social Services sufficient time to address existing costs pressures whilst ensuring that areas for savings are achievable and sustainable; and that the potential equality impacts of implementing the savings have been fully considered.</p>
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### 3. Gender

Will the policy/practice have a **negative impact** directly or indirectly on different genders?

<b>Please ✓</b>	<b>Yes</b>	<b>No</b>
Women	✓	
Men	✓	

Will the policy/practice have a **positive impact** directly or indirectly on different genders?

<b>Please ✓</b>	<b>Yes</b>	<b>No</b>
Women	✓	
Men	✓	

#### **Please give details of the negative impact?**

The 2012/13 final revenue budget proposals indicate a potential reduction 37 posts of which 14 may result in staffing redundancies (excluding schools). In addition job losses may result from the transfer of the school improvement service to the Joint Education Service and from the additional savings from social services. These cannot be quantified currently. Although spread across all services, the majority of the job losses are in posts occupied by women.

Depending upon the nature of the detailed savings proposed there might also be a potential for a negative gender implication on the end user/client. Examples are carry out management restructure of Catering Service, review of the contract with Atal-y-fro (Women's Aid), seeking alternative ways of meeting need in the provision of meals on wheels.

#### **Please give details of the positive impact?**

The allocation of scarce resources to priority services such as schools and social services would seek to improve both the specific aspects of the service connected with gender and those aspects of the service utilised by client groups irrespective of gender.

#### **What action(s) can you take to mitigate the negative impact?**

Early consultation with the trades unions and staff; continuation of a monthly Change Forum with the trades unions to help co-ordinate the consultation process across services, the roll-out of measures such as the strengthening of the Council's redeployment process and where appropriate the targeted search for voluntary redundancies/reduced hours. Development of a workforce-planning programme as part of individual service plans. Consideration by the Director of Learning & Development of similar measures in relation to schools.

It is the intention for savings to be found through efficiencies including the development of alternative service provision where there is no direct impact on the end user. Where additional savings are required these should be of low corporate priority and low risk to minimise the impact on the end user.

Detailed equality impact assessments will also be undertaken and mitigating action considered for each proposed area of saving having a high or medium risk rating prior to any approved saving being implemented.

#### **What action(s) can you take to have a more positive impact?**

The development of alternative service provision including better use of technological advancements may result in a service that is better suited to the changing needs of the end user.

**What supporting evidence do you have?**

2012/13 budget proposals including resourcing of cost pressures and possible areas for savings. Existing service data will also be supplemented by detailed equality impact assessments for each proposed area of saving categorised as medium or high risk in terms of its potential magnitude.

#### 4. Race

Will the policy/practice have a **negative impact** on the following groups?

<b>Please ✓</b>	<b>Yes</b>	<b>No</b>
Black and minority ethnic population		✓
Economic migrants		✓
Asylum seekers and refugees		✓

Will the policy/practice have a **positive impact** on the following groups?

<b>Please ✓</b>	<b>Yes</b>	<b>No</b>
Black and minority ethnic population		✓
Economic migrants		✓
Asylum seekers and refugees		✓

**Please give details of the negative impact?**

It is the intention for savings to be found through efficiencies including the development of alternative service provision where there is no direct impact on the end user. Where additional savings are required these should be of low corporate priority and low risk to minimise the impact on the end user. The production of detailed equality impact assessments will also have regard to any potential negative impact in respect of race.

**Please give details of the positive impact?**

None directly but the allocation of scarce resources to priority services would seek to improve those aspects of the service utilised by client groups including those of different race.

**What action(s) can you take to mitigate the negative impact?**

Mitigating action will be considered where any potential negative impact resulting from the detailed equality assessments are identified (e.g. leisure centre partnership project and potential effect on user groups of a different race).

**What action(s) can you take to have a more positive impact?**

The development of alternative service provision including better use of technological advancements may result in a service that is better suited to the changing needs of the end user.

**What supporting evidence do you have?**

2012/13 budget proposals including resourcing of cost pressures and possible areas for savings. Existing service data will also be supplemented by detailed equality impact assessments for each proposed area of saving categorised as medium or high risk in terms of its potential magnitude.

**5. Disability**

Will the policy/practice have a **negative impact** on people with disabilities?

<b>Disability: please ✓</b>	<b>Yes</b>	<b>No</b>
Visually impaired	✓	
Hearing impairment	✓	
Physically disabled	✓	
Learning disability	✓	
Mental health problem	✓	
Other:		

Will the policy/practice have a **positive impact** on people with disabilities e.g. will services be more accessible?

<b>Disability: please ✓</b>	<b>Yes</b>	<b>No</b>
Visually impaired	✓	
Hearing impairment	✓	
Physically disabled	✓	
Learning disability	✓	
Mental health problem	✓	
Other:		

**Please give details of the negative impact?**

Depending upon the nature of the detailed savings proposed there might be a potential for a negative disability impact on the end user/client. Examples include reductions in schools budgets and in the area of additional learning needs, discontinuation of the mobile library service, reduction in First Opportunity grant for pre-school children who are disabled or have additional learning needs, seek alternative ways of meeting provision of meals on wheels service, review of the provision of funded college placements for young people with a learning disability, cease delivery of black bags.

**Please give details of the positive impact?**

The allocation of scarce resources to priority services such as schools and social services would seek to improve both the specific aspects of the service connected with disability and those aspects of the service utilised by client groups irrespective of disability.

**What action(s) can you take to mitigate the negative impact?**

It is in the intention for savings to be found through efficiencies including the development of alternative service provision where there is no direct impact on the end user. Where additional savings are required these should be of low corporate priority and low risk to minimise the impact on the end user. Detailed equality impact assessments will also be undertaken and mitigating action considered for each proposed area of saving having a high or medium risk rating prior to any approved saving being implemented.

**What action(s) can you take to have a more positive impact?**

The development of alternative service provision including better use of technological advancements may result in a service that is better suited to the changing needs of the end user.

**What supporting evidence do you have?**

2012/13 budget proposals including resourcing of cost pressures and possible areas for savings. Existing service data will also be supplemented by detailed equality impact assessments for each proposed area of saving categorised as medium or high risk in terms of its potential magnitude.

## 6. Welsh language

Will the policy/practice have a **negative impact** on the Welsh language?

Please ✓	Yes	No
		✓

Will the policy/practice provide a **positive impact** on the Welsh language, in accordance with the Council's Welsh Language Scheme, e.g. translation of documents, Welsh speaking member of staff, bilingual automated telephone system, bilingual forms, etc.?

Please ✓	Yes	No
		✓

**Please give details of the negative impact?**

None directly but the production of detailed equality impact assessments will have regard to any potential negative impact in respect of the Welsh language.

**Please give details of the positive impact?**

None directly but the allocation of scarce resources to priority services would seek to improve those aspects of the service utilised by client groups including Welsh speakers.

**What action(s) can you take to mitigate the negative impact?**

It is the intention for savings to be found through efficiencies including the development of alternative service provision where there is no direct impact on the end user. Where additional savings are required these should be of low corporate priority and low risk to minimise the impact on the end user. Mitigating action will also be considered where any potential negative impact resulting from the detailed equality assessments is identified in respect of the Welsh language.

**What action(s) can you take to have a more positive impact?**

The development of alternative service provision including better use of technological advancements may result in a service that is better suited to the changing needs of the end user.

**What supporting evidence do you have?**

2012/13 budget proposals including resourcing of cost pressures and possible areas for savings. Existing service data and policies (e.g. Welsh Language Policy) will also be supplemented by detailed equality impact assessments for each proposed area of saving categorised as medium or high risk in terms of its potential magnitude.

## 7. Age

Will the policy/practice have a **negative impact** for younger/older people?

Please ✓	Yes	No
Under 25 years	√	
Over 50 years	√	

Will the policy/practice provide a **positive impact** for younger/older people?

Please ✓	Yes	No
Under 25 years	√	
Over 50 years	√	

### Please give details of the negative impact?

Depending upon the nature of the detailed savings proposed there might be a potential for a negative disability impact on the end user/client. Examples include discontinuation of the mobile library service, reduce First Opportunity grant for pre-school children with disability or additional learning needs, review of funded college placements for young people with a learning disability, reduction in discretionary exam fees, ongoing review of the Youth Service, increase in school meal charges, seeking alternative ways of meeting need to the provision of meals on wheels service, reassess required staffing levels and need for school crossing patrols in all areas, withdraw on-call service for appropriate adults.

### Please give details of the positive impact?

The allocation of scarce resources to priority services such as schools and social services would seek to improve both the specific aspects of the service connected with age and those aspects of the service utilised by client groups irrespective of age.

### What action(s) can you take to mitigate the negative impact?

It is in the intention for savings to be found through efficiencies including the development of alternative service provision where there is no direct impact on the end user. Where additional savings are required these should be of low corporate priority and low risk to minimise the impact on the end user. Detailed equality impact assessments will also be undertaken and mitigating action considered for each proposed area of saving having a high or medium risk rating prior to any approved saving being implemented.

### What action(s) can you take to have a more positive impact?

The development of alternative service provision including better use of technological advancements may result in a service that is better suited to the changing needs of the end user.

### What supporting evidence do you have?

Existing service data and production of detailed equality impact assessments for each proposed area of saving.

## 8. Religion and belief

Will the policy/practice provide a **negative impact** for people with different religions or beliefs?

Religion/belief: please ✓	Yes	No
		✓

Will the policy provide a **positive impact** for people with different religions or beliefs?

Religion/belief: please ✓	Yes	No
		✓

### Please give details of the negative impact?

It is the intention for savings to be found through efficiencies including the development of alternative service provision where there is no direct impact on the end user. Where additional savings are required these should be of low corporate priority and low risk to minimise the impact on the end user. The production of detailed equality impact assessments will also have regard to any potential negative impact in respect of religion and belief.

### Please give details of the positive impact?

None directly but the allocation of scarce resources to priority services would seek to improve those aspects of the service utilised by client groups irrespective of their different religions and beliefs.

### What action(s) can you take to mitigate the negative impact?

Mitigating action will be considered where any potential negative impact resulting from the detailed equality assessments are identified (e.g. leisure centre partnership project and potential effect on user groups with different religions/beliefs).

### What action(s) can you take to have a more positive impact?

The development of alternative service provision including better use of technological advancements may result in a service that is better suited to the changing needs of the end user.

### What supporting evidence do you have?

2012/13 budget proposals including resourcing of cost pressures and possible areas for savings. Existing service data will also be supplemented by detailed equality impact assessments for each proposed area of saving categorised as medium or high risk in terms of its potential magnitude.

## 9. Sexual orientation

Will the policy provide a **negative impact** for gay men/lesbians/bisexuals?

Sexual orientation: please ✓	Yes	No
Gay men/lesbians/bisexuals		✓

Will the policy provide a **positive impact** for gay men/lesbians/bisexuals?

Sexual orientation: please ✓	Yes	No
Gay men/lesbians/bisexuals		✓

<b>Please give details of the negative impact?</b>
It is the intention for savings to be found through efficiencies including the development of alternative service provision where there is no direct impact on the end user. Where additional savings are required these should be of low corporate priority and low risk to minimise the impact on the end user. The production of detailed equality impact assessments will also have regard to any potential negative impact in respect of sexual orientation.
<b>Please give details of the positive impact?</b>
None directly but the allocation of scarce resources to priority services would seek to improve those aspects of the service utilised by client groups irrespective of their sexual orientation.
<b>What action(s) can you take to mitigate the negative impact?</b>
Mitigating action will be considered where any potential negative impact resulting from the detailed equality assessments is identified.
<b>What action(s) can you take to have a more positive impact?</b>
The development of alternative service provision including better use of technological advancements may result in a service that is better suited to the changing needs of the end user.
<b>What supporting evidence do you have?</b>
2012/13 budget proposals including resourcing of cost pressures and possible areas for savings. Existing service data will also be supplemented by detailed equality impact assessments for each proposed area of saving categorised as medium or high risk in terms of its potential magnitude.

## 10. Consultation

What arrangements have been made to consult with:-

- men/women/parents/carers
- the black and minority ethnic community (including asylum seekers, refugees, economic migrants)
- people with disabilities / impairments (sensory, physical, learning, medical etc)
- the Welsh speaking community
- other 'hard to reach' or vulnerable groups (e.g. young/older people, low income families)

<b>Consultation activities that have taken place (include the method of consultation e.g. focus group, survey, public meeting, citizens panel, etc.)</b>
All services have been provided with suggested contact points for consultation by the Council's Equalities Officer that are relevant to the detailed savings proposed. The exact nature and level of consultation will depend upon existing processes for consultation and the relative risks of the proposal to the end user.
<b>Who was consulted?</b>
This will depend upon the nature of each proposed saving and the associated risks.
<b>How have the results of the consultation been implemented?</b>
For savings that are medium or high risk, the saving will not be implemented pending appropriate consultation and consideration of mitigating factors.



**11. Monitoring****How will you monitor the impact of this policy on service users?**

This will form part of the process for monitoring the implementation of the required savings.

**What monitoring data will you collect (number of people with a disability, black and minority ethnic communities, women/men, Welsh speakers, etc.)?**

This will depend upon the nature of each proposed saving and the associated risks. However, existing data on gender, ethnicity and disability will continue to be collated.

**Publication of policy**

How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, publishing information in accessible formats, etc.)?

**Details:**

This assessment forms part of the Council's published Final Revenue Budget Proposals for 2012/13. Production of detailed equality impact assessments will involve prior consultation with minority groups as appropriate.

**12. Further action**

Detailed equality impact assessments will be carried out for each proposed area of saving categorised as medium or high risk prior to implementation of the proposed saving and any attendant mitigating actions.

Author: Alan Jenkins

Date: 1<sup>st</sup> February 2012

Designation: Head of Accountancy & Resource Management