

Equality Impact Assessment Budget **2011-2012**

Introduction

This paper outlines the Equality Impact Assessment of the Reduced Budget and Council Tax 2011/ 12 (as detailed in Executive Board Report dated 11th February 2011). The lead person for this equality impact assessment was Alan Gay, Director of Resources. Members of the Assessment Team were :

Doug Meeson	Chief Officer (Financial Management)
Helen Mylan	Head of Finance – Resources
Lelir Yeung	Head of Equality
Anne McMaster	Strategic Equality Manager

Overview

Leeds City Council like many other public sector organisations is facing a significant financial challenge as a result of the Government's Spending Review and a reduction in grants, which is without precedent in recent times. In addition to the substantial reduction in Government funding, the Council also faces significant cost pressures which will also need to be taken into account in setting budgets for the next four years.

In view of this the Council has recommended a Budget which outlines the actions that will need to be put in place to meet this budget shortfall.

Public sector bodies are required to consider the impact of changes to policy and spending on equality characteristics. These equality considerations do not preclude cuts or changes in services being made, but do require that these be fully understood, both at an individual decision level, as well as corporately.

Based on national research and guidance, it is clear that the current and future financial challenges facing local authorities mean that it is likely that there will be a disproportionate impact on some of the country's most disadvantaged people and communities. There is a legal requirement to consider the impact of decisions on different equality groups.

There are particularly acute cost pressures in both Adult Social Care and Children's Services, and in addition income continues to decline in both City Development and Environment and Neighbourhoods. This budget addresses these issues by providing for increased expenditure on services for vulnerable children and adults including safeguarding, whilst addressing cost and income pressures arising from the current economic conditions.

Scope

This equality impact assessment seeks to analyse the impact of the Budget on equality characteristics.

The Budget identifies key overarching areas where savings can be made. These form the scope of the equality impact assessment and are:

- Employees
- Premises
- Supplies and Services
- Transport
- Capital Charges
- Payments to other providers
- Income
- Specific grants

The Council will adopt a comprehensive and consistent approach to the application of equality impact assessments to specific proposals. This will allow us to achieve an individual case-by-case as well as an overall picture.

Fact Finding – what do we already know

Demographics

Leeds is the second largest Metropolitan District in England with an estimated population in excess of 750,000 people. Whilst the Leeds economy as a whole, has been a success story, Leeds has a significant amount of deprivation. Five wards in the city have more than half their Super Output Areas (subdivisions of wards) in the 10 per cent most deprived in England. These five wards tend to have the highest levels of deprivation, proportion of people on unemployment benefits and proportion of households in receipt of council benefits.

Like many other cities in the UK, Leeds is now facing unprecedented change and uncertainty. The University of Leeds predicts that by 2026 the total number of people living in the Leeds Authority area will be 830,000. This will include larger numbers of people from ethnic minorities and higher numbers of younger people as well as an increase in people aged 75 and over. In general people are living longer and there are as many people over 60 as under 16. Although the rate of increase in the proportion of older citizens in Leeds is not likely to be as great as in some neighbouring authorities, it is predicted that the number of people in Leeds aged 65 and over will rise by almost 40 per cent to 153,600 in 2031, around 20 per cent of the population.

In particular:

- Leeds has a significantly higher proportion of 15 to 29 year olds (26 per cent compared to the national average approaching 20 per cent)

- There is a significant student population of over 60,000 studying in the two universities in the city.
- Stonewall estimates that a large city such as Leeds with an established gay scene may be made up of at least 10% Lesbian, Gay and Bisexual people
- Leeds population broken down by religion or belief is 69.9% Christians, 3% Muslims, 1.1% Sikh, 1.2% Jewish, 0.6% Hindu, 0.2% Buddhist and 24.9% no religion or not stated.
- Leeds is now home to over 130 different nationalities
- In 2006 the Office for National Statistics (ONS) estimated that 15.1 per cent of the total resident population comprised people from black and minority ethnic communities (including Irish and other white populations), a rise of 5 per cent from the 2001 Census
- By 2030 the black and minority ethnic population in Leeds is estimated to increase by 55 per cent.

Consultation

Widespread consultation has been undertaken in preparation of the 2011/12 budget which has included:

- All party budget meetings
- Public consultation
- Consultation with the third sector and business sector
- Regular meetings with trade unions
- In accordance with the Council's constitution, Scrutiny Boards have been given the opportunity to consider the initial budget proposals
- All staff were invited to make suggestions

The Spending Challenge consultation in particular offered residents in Leeds the opportunity to give their views on Leeds City Council's approach to the current financial challenges. The evidence it provided informed the budget setting process for 2011/12.

The Spending Challenge consultation highlighted the following:

- Most of the priorities and actions set out in the Spending Challenge are seen as important by a clear majority of respondents.

- There is a desire in the third sector to take on new and expanded roles in service delivery and community-capacity building. However, there are concerns in key groups e.g. disability groups that funding and facilities will be lost and this will stop this expansion happening.
- There is a need to involve residents of all backgrounds in future decision-making and design of service delivery (and widely demonstrate this is happening), building on the Spending Challenge (and What if Leeds...) consultation.
- Different views and priorities exist between men and women, age groups and geographies. These should be taken into account, as despite a degree of consensus being apparent, each issue in the consultation resulted in differences between respondents, particularly those that may be more vulnerable than others.

Workforce Profile

At December 2010 there were 18946 staff employed in the council (excluding schools). The make up of staff is:

Gender	Number	%age
Male	6872	36.3%
Female	12074	63.7%
Total	18946	

Disability	Number	%age
Not disabled	15497	81.8%
Disabled	1159	6.1%
Not specified	2290	12%
Total	18946	

Ethnic Origin	Number	%age
White British	15793	83%
BME	2296	12.1%
Not specified	857	4.5%
Total	18946	

Sexual Orientation	Number	%age
Heterosexual	5104	27%
Lesbian, gay or bisexual	139	0.7%
Not specified	13703	72%
Total	18946	

Religion or belief	Number	%age
Christian	4147	21.9%
Other religion	386	2%
No religion	1482	7.8%
Not specified	12891	68%
Total	18946	

Age	Number	%age
16 – 30	3207	16.9%
31 - 50	9822	51.8%
51 +	5917	31%
Total	18946	

Overview of Fact Finding

For the purpose of this Equality Impact Assessment there are no gaps in the equality and diversity information used to carry out this assessment. However, this may be different for individual Equality Impact Assessments that will be undertaken to implement the budget recommendations.

Further consultation and involvement will be also be required on individual proposals and the Spending Challenge consultation did identify that Being 'involved in the decisions we have to make' is more likely to be important to respondents than how the council actually delivers services, either jointly or through other organisations.

Equality Considerations

The tables below highlights the range of impacts on equality characteristics, stakeholders and other potential barriers.

Equality characteristics		
<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Carers	<input checked="" type="checkbox"/> Disability
<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Religion or Belief
<input checked="" type="checkbox"/> Sex (male or female)	<input checked="" type="checkbox"/> Sexual orientation	
<input checked="" type="checkbox"/> Other		
Stakeholders		
<input checked="" type="checkbox"/> Services users	<input checked="" type="checkbox"/> Employees	<input checked="" type="checkbox"/> Trade Unions
<input checked="" type="checkbox"/> Partners	<input checked="" type="checkbox"/> Members	<input checked="" type="checkbox"/> Suppliers
<input checked="" type="checkbox"/> Other please specify		
Potential barriers		
<input checked="" type="checkbox"/> Built environment	<input checked="" type="checkbox"/> Location of premises and services	

<input checked="" type="checkbox"/>	Information and communication	<input checked="" type="checkbox"/>	Customer care
<input checked="" type="checkbox"/>	Timing	<input checked="" type="checkbox"/>	Stereotypes and assumptions
<input checked="" type="checkbox"/>	Cost	<input checked="" type="checkbox"/>	Consultation and involvement

Equality Impacts Identified

Considerable work has been undertaken to understand the impact of the budget on equality. Equality considerations have been an integral part of the budget setting and decision making process and the budget proposals have, where appropriate, been the subject of the Council's Equality Impact Assessment process.

The process has started to highlight which equality characteristics may be affected by any proposals developed from and start to consider as we develop these further how to minimise or eliminate any adverse equality impacts. However, the full picture is still emerging as all equality impact assessments have not yet been completed. These will be undertaken when appropriate on all the specific decisions in the Budget Decision timetable.

However, the equality considerations of the key overarching themes in the budget have started to identify a range of impacts on equality characteristics. At this stage it is indicative only, but there are clearly implications for all equality characteristics.

In particular, there is likely to be negative impact on the following 4 equality characteristics:

- Disabled people
- BME communities
- Older people
- Low socio-economic groups (there is over representation within this group by disabled people and BME communities)

We should also wherever possible seek to avoid any unintended consequences of any proposals developed. This could be disproportionate impacts on different geographic locations, equality communities and the voluntary and community sector and the cumulative effect of any decisions made.

The following provide equality impacts for the overarching areas outlined in the Budget and some specific examples where mitigation has been considered.

Staffing

For the staffing budget it was identified that this needed to reduce by 6.8%. This is equivalent to reducing the workforce by between 2500 and 3000 posts over the next 4 years. Activity that has been approved included:

- Requesting expressions of interest for voluntary leavers
- Where there are changes to services/reductions in grants/funding which impact on staff the Managing Workforce Change procedure is being used. This procedure has had an Equality Impact Assessment
- All restructures are subject to an Equality Impact Assessment
- Analysis of those volunteering to leave (Early Leavers Initiative) and those going through the Managing Workforce Change procedure has taken place

Initial analysis of the Early Leavers Initiative indicates that there is no significant disproportionately by gender or ethnicity under this initiative. However 11% of the volunteers who are/will be leaving are disabled, which is considerably more than the proportion of disabled staff employed. Work will be undertaken as part of the equality impact assessment to understand this and consider any specific issues that this raises.

Further analysis of updated data will take place as and when it is available.

Premises

The council currently spends £79m on premises which needs to be reduced by around £5m. Savings have been identified through restricting building maintenance to essential/health and safety work, and further savings could be achieved through targeting energy consumption. Further savings need to be achieved through closure/rationalisation of buildings.

There are a variety of options which are being considered within the budget which include:

- The Fullfilling Lives programme (learning disability day centres)
- Future options for long term residential and day care for older people
- Closure of hostels
- Closure/relocation of one stop centres
- Sport centre closures

These options form part of a wider programme of decisions that are being delivered by Directorates and will be subject to equality impact assessments.

Procurement and Commissioning

Where there is reduction in funding or decommissioning the service manager will give due consideration to equality and, if appropriate, undertake the equality impact assessment.

The Corporate Commissioning and Procurement Group have discussed embedding equality considerations in future changes. The one council approach to commissioning includes undertaking an equality impact assessment and ensuring equality considerations are taken into account.

There is a commitment to ensure that where different directorates are making cuts to an organisation's funding that they work together to ensure that the future of the organisation is not jeopardised. Where possible similar discussions are taking place with partners.

Residential Care and Daytime Support

Adult Social Care have been working on the Council's vision for the future of residential care and daytime support. Consideration of equality and the impact on older and disabled people has been a key factor in the development of the vision and consequent proposals and will continue to be so as detailed formal consultation takes place on the options for change for individual units and facilities. Involvement in the proposed consultation will be offered to people currently resident or using facilities, their families and carers, staff, the general public, and all relevant partner organisations.

Consultation will also take into account individual's care needs and advocacy will be provided when required and as requested. It is proposed that this detailed formal consultation will also be used to define the potential impact of the options which are recommended for each unit and facility on individuals and to identify how any adverse impacts will be mitigated as the strategy is implemented. It is essential to ensure that this formal consultation embraces not only what is being proposed, but also the rationale behind the proposals; to that end people will be provided with as much information as possible.

The options will be subject to a formal equality impact assessment. In addition an Advisory Board consisting of representatives from representative stakeholder groups will be established. The purpose of the Advisory Board would be to provide strategic advice, to inform the development of different delivery models and provide a quality assurance role during both the consultation and, subject to the necessary approvals, implementation phase.

Leisure Centres

The 2011/12 budget proposals for City Development continue with initiatives which were included in the revenue budget 2010/11. This includes a review of the 10 year Vision for Council Leisure Centres. The Vision for Council Leisure Centres was subject to a full equality impact assessment and was designed to look at how the infrastructure of leisure could be adapted to meet the needs of current and future residents of Leeds.

The equality impact assessment identified some adverse impacts which included – people in 20% most deprived super output areas without access to a car or affordable transport which would impede their ability to get to leisure facilities. The

need to consider widening access and inclusion issues for service users and awareness of alternative suitable facilities and impact of reduction/increase in opening hours. Mitigation to counter these included and this will be taken forward as part of any package of cuts:

- Development of appropriate design requirements which are accessible
- Consideration of community asset transfer
- Ensure transport assessments are considered
- Outreach and sports development to support priority communities
- Increase the scope and the extent of discount available for Leeds Card extra

Charging Policies

Parks and Countryside as part of the review of running costs and the level of subsidies across their services made a decision to remove free entry for LeedsCard and Breezecard holders for Tropical World and Temple Newsam Home Farm , replacing it with the standard discount offered for Leeds Card at other Council attractions. An equality impact assessment was conducted on the decision that identified potential negative impacts for users with income related benefits, and recommended that further measures are put in place to mitigate this impact.

As a direct result of the equality impact assessment it was decided that LeedsCard Extra holders will receive an increased discount.

Equality Impact Assessment Action Plan

Action	Responsibility
Completion of all equality impact assessments in the Budget	Directors
Develop and implement process to quality assurance and review equality impact assessment and actions	Equality Team
Evaluation of outcomes of equality impact assessments	Equality Team
Design and deliver a mechanism to capture and track the equality impacts of the budget with a particular emphasis on the city as a whole, locality, wards and communities of interest	Equality Team/IKM