

APPENDIX 7

BUDGET 2012/13

EQUALITY IMPACT ASSESSMENT SCREENING

8th DECEMBER 2011

EQUALITY IMPACT ASSESSMENT

PEOPLE

ADULT SOCIAL CARE

Budget Screening EIA 2012/13

Service Area

Adult Social Care Assessment-Community Care Budget

Head of Service - Brian Doughty

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
		<u>Budget proposals are not about reduction in service, but doing things differently, at lower cost, with the aim of greater equity across age groups and service users.</u>	
Age	Yes	Reduce the numbers going into long term care care by: <ul style="list-style-type: none"> • Better use of housing alternatives • Increased focus on re-ablement services which aim to support service users to regain confidence and skills and reduce the need for long term care. • Assistive technology as an alternative to institutional care or traditional packages of care. • Increased health care funding (CHC) where appropriate 	<ul style="list-style-type: none"> • Continued roll out of personal budgets will ensure services are tailored to individual need. Self Directed Support EIA in place. • Improved sign posting at front end services, primarily at the Access Point (EIA in place), use newly developed Access Point report to identify source of referrals and proportion of referrals on to other agencies. • Further develop partnerships with Housing-particularly in relation to Sheltered and Extra Care Housing • Reablement EIA in Place. • 'Independence at Home' EIA in place- which includes actions to address
Disability	Yes		
Ethnicity	Yes		
Gender	Yes		
Transgender	Yes		
Religion or Belief	Yes		
Sexual Orientation	yes		

<p>Other relevant groups e.g.: Carers, people experiencing domestic violence, looked after children</p>	<p>Carers</p>	<p>Older people, in terms of numbers, are the largest group of service users accessing the community care budget. The above steps will ensure no reduction in the numbers receiving services and will promote continuing independence.</p> <p>People with a disability and/or mental health needs will be subject to more consistent systems to achieve greater equity.</p>	<p>staffing restructure to meet changing needs of the reablement service.</p> <ul style="list-style-type: none"> • Resource scrutiny panels will look at housing and assistive technology options as the 'default' position • Telecare (assistive technology) EIA to be completed <p>Resource Allocation Systems (RAS) will ensure equity across client groups. RAS EIA on EIA timetable for development in 2011.</p> <p>Customer need will continue to be assessed and managed on a case by case basis.</p>
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Budget Screening EIA 2012/13

Service Area

Adult Social Care Provider Services- Transport

Head of Service - Karin Divall

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative)	Describe Potential Impact	Action/s (including details of a full EIA to be completed/ or already completed if required/relevant)
Age	YES	<p>The impact of these savings will disproportionately affect older people, older people with mental health needs, women and people with a learning disability who use transport to attend day services, and people with learning disabilities living in our accommodation services who use transport to access the community. The proposals may lead to the centralisation of transport functions which could improve the co-ordination and use of our transport and may lead to a reduction in numbers of vehicles and/or time spent transporting people. This would lead to more appropriate transport provision and inclusivity with the wider community, regardless of people's race and faith. People who use Adult Social Care services are less likely to be employed.</p>	<p>A full EIA will be produced as part of the options appraisal at the completion of the project period. The principles in the current review are designed to ensure that we develop a more sustainable transport service and utilise existing accessible transport in the City in a more personalised way.</p>
Disability	YES		
Ethnicity	NO		
Gender	YES		
Transgender	NO		
Religion or Belief	NO		
Sexual Orientation	NO		

Unemployed People	YES		
Lone Parents	NO		

Budget Screening EIA 2012/13

Service Area

Adult Social Care Provider Services- Learning Disabilities Accommodation

Head of Service – Karin Divall

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative)	Describe Potential Impact	Action/s (including details of a full EIA to be completed/ or already completed if required/relevant)
Age	NO	<p>The impact of these savings will be on people with learning disabilities.</p> <p>The re-modelling of our in-house accommodation services for people with learning disabilities may affect the housing & support for vulnerable people who may have to move to new homes, or move from council homes to private or voluntary sector run homes. Their care and support may be provided by staff that are new to them and are unfamiliar with their needs.</p> <p>More men than women are accommodated in these services.</p>	<p>EIA of Learning Disability Accommodation Services is due to be completed in November 2011. The new commissioning principles are designed to ensure that we target limited resources that we have to the most vulnerable and people</p>
Disability	YES		
Ethnicity	NO		
Gender	YES		
Transgender	NO		
Religion or Belief	NO		
Sexual Orientation	NO		

Unemployed People	YES	People using these Adult Social care services are less likely to be employed.	with most complex and challenging needs.
Lone Parents	NO		

Budget Screening EIA 2012/13

Service Area

Adult Social Care Day Services

Head of Service – Denise D’Souza

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative)	Describe Potential Impact & Outcomes	Action/s (including details of a full EIA to be completed/ or already completed if required/relevant)
Community Cohesion	Positive	<ul style="list-style-type: none"> Will link people to universal services and mainstream them within the local community rather than ‘ghettoise’ people in building based centres. 	Full EIA to be completed
Age	Positive	<ul style="list-style-type: none"> A greater range of activities will be available to more older people People with learning disabilities are living longer and this will give a greater range of activities to this group 	
Disability	Positive	<ul style="list-style-type: none"> There will be a focus on reducing social isolation and providing support services to help people remain at home / return to the community. Everyone with a disability will have access to improved information and advice through the Embrace model. 	

	Negative	<ul style="list-style-type: none"> • Potential resistance from people to mix with people with other disabilities. 	
Gender Reassignment	Positive	<ul style="list-style-type: none"> • No specific services for people who are gender reassigned but during consultation will ensure that these groups are consulted and their views forwarded. • People from gender assigned communities may be more attracted to activity based rather than centre based services. 	
Race	Positive	<ul style="list-style-type: none"> • There are no specific BME services. Consultation will ensure that services reflect the needs of BME communities. • People from the BME communities may be more attracted to activity based rather than building based services. 	
Religion or belief	Positive	<ul style="list-style-type: none"> • The project will link to the Embrace initiative which is seeking to make easily accessible the range of faith activity across the city. • If there are fewer traditional services people may look to those provided by religion or belief based organisations 	
	Negative	<ul style="list-style-type: none"> • A greater demand on services may be made from religion or belief based organisations and which may be more than they can currently manage 	
Sex	Positive	<ul style="list-style-type: none"> • Consultation must be sure to include representation from both sexes. • Activity must be targeted inclusive of both sexes. This may be by holding gender specific classes eg Old Spice (cooking classes for older men) 	

Sexual orientation	Positive	<ul style="list-style-type: none"> • No specific lesbian or gay services but during consultation will ensure that these groups are consulted and their views forwarded. • People from lesbian or gay communities may be more attracted to activity based rather than centre based services. 	
Carers	Positive/negative	<ul style="list-style-type: none"> • There will need to be careful consideration given to the needs of carers. If planned and implemented well the impact could be positive, there is a risk that if poorly planned and implemented the impact could be negative. 	
Other relevant groups e.g. people experiencing domestic violence, Substance misuse, homeless people etc	Risk of negative	<ul style="list-style-type: none"> • People with mental health needs are not explicitly included within the proposals, although all actions should be taken in line with activity currently underway to develop services for people with mental health needs. There is a risk that services are not developed in a joined up way and consideration will need to take place as to whether, if they choose to, people with mental health problems can access these day activities. 	

EQUALITY IMPACT ASSESSMENT

PEOPLE

CHILDRENS SERVICES

Budget Screening EIA 2012/13

Service Area

Commissioning: Children Youth and Families

Head of Service – Steve Barton

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	No		
Disability	Yes – both positive and negative risks	The proposed strategy aims to accelerate changes to the pattern of placements for looked after children including children with a disability. The intention is to shift, wherever appropriate, from Residential to Intensive Independent Fostering Agency (IFA) placements, from intensive IFA to standard IFA placements and from standard IFA to in-house fostering placements. Overall the aim is to reduce the total number of IFA placements, including Parent & Baby IFA placements and disability agency placements, and to increase in house foster placements. The strategy may reduce the viability of some specialist placements for children with the most complex needs leading to a reduction in placement choice.	The council's Commissioning Strategy for Looked after Children's services and placements includes careful needs assessment and market development plans including regional collaboration with other authorities. The needs of each individual child will continue to be fully assessed and placements

			will continue to be evaluated on their ability properly to meet those needs.
Ethnicity	Yes		
Gender	No		
Transgender	No		
Religion or Belief	No		
Sexual Orientation	No		
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children	Looked After Children	The proposed strategy aims to accelerate changes to the pattern of placements for looked after children including children with a disability. The intention is to shift, wherever appropriate, from Residential to Intensive Independent Fostering Agency (IFA) placements, from intensive IFA to standard IFA placements and from standard IFA to in-house fostering placements. Overall the aim is to reduce the total number of IFA placements, including Parent & Baby IFA placements and disability agency placements, and to increase in house foster placements. The strategy may reduce the viability of some specialist placements for children with the most complex needs leading to a reduction in placement choice.	The council's Commissioning Strategy for Looked after Children's services and placements includes careful needs assessment and market development plans including regional collaboration with other authorities. The needs of each individual child will continue to be fully assessed and placements will continue to be evaluated on their ability properly to meet those needs.

Budget Screening EIA 2012/13

Service Area Fostering and Adoption

Head of Service – Andy Whippey

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes - negative	The Fostering and Adoption Service is targeted at children 0-18 and provides placements and placement recruitment for children/young people requiring fostering and adoption placements. A cut in budget will adversely affect the capacity to do this.	A full EIA will be undertaken as changes are made.
Disability	Yes - negative	There is a specialist team for children with disabilities who use a mixture of internal and external placements to provide services to children with disabilities. Children who have mild or moderate needs in need of placements would be the responsibility of the fostering service, or in the event of no internal placements being available, the responsibility of the Agency Placements Team. There would be a negative impact on the capacity to recruit and support carers who would be able to offer placements for children with disabilities.	As above
Ethnicity	Yes - negative	There are currently 495 children/young people in the care of	As above

		<p>the Local Authority. Of these 86 are children/young people of a BME background. The percentage of BME Children in Care is not reflected in the ethnic diversity of foster carers, the majority of whom are White British. Recruitment of BME carers is a high priority with a dedicated post devoted to recruitment, which better reflects the diversity of children/young people who are becoming looked after. Currently 13 carers are from a BME background.</p> <p>There are 10 young people who are looked after by the Young People's Asylum Team. These 10 young people originated from Iran (3), Syria (1), Afghanistan (5) and Democratic Republic of Congo (1), sustaining and enhancing the capacity to meet identity/cultural needs for children/young people in care of the Local Authority.</p>	
Gender	Yes - negative	There are slightly more boys in care over the age of 13. A significant number of foster carers are single women.	As above
Transgender	No		
Religion or Belief	No		
Sexual Orientation	No		
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children, lone		<p>Lone parents – A significant proportion of foster carers are single. The Child Poverty Action Group and the Fawcett Society Research indicates that lone parents are, on average, more affected than other groups in receipt of State Benefit by the Government's changes in taxation and benefits.</p> <p>Children in Care – a very high proportion of our Children in Care population come from households where State Benefits are the sole source of income. Likewise a high proportion of</p>	As above

parents, disabled children, CP and LAC, large families		our Children in Care population come from households where there is a lone parent.	
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Budget Screening EIA 2012/13

Service Area

Education Welfare Service

Head of Service – Ellen Jones

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	yes - negative on children and young people of statutory school age and their parents and carers	Education Welfare Officers (EWOs) currently fulfil the Local Authority's statutory responsibility in ensuring the regular attendance at school of registered children of statutory school age. There are currently approximately 550 referrals per year to EWO's for non attendance of statutory school age children (approx 78% are secondary school age and 22% are primary school age). A greater responsibility will therefore be placed on schools should this budget change take affect.	Once the decision is made on budget allocation, a full EIA will be completed
Disability	Yes – negative particularly for children and young people (CYP) with mental health issues such as school	A significant number of CYP with attendance difficulties also have associated difficulties with mental health and emotional wellbeing and these difficulties will clearly have a significant impact on the family. 6% of children and young people in the city (3,400) are estimated to be disabled or have complex health needs The	Once the decision is made on budget allocation, a full EIA will be completed

	phobia, separation anxiety, ADHD etc.	greatest proportion of children and young people with disabilities are aged between 11-16 years, this is the key age group the EWS work with. The compass database- the voluntary city register for children and young people with disabilities and complex health needs - currently holds information on 1606 children and young people (2010 data)	
Ethnicity	Yes - negative	The EWS works with children, young people and families from a wide range of ethnic backgrounds. The current caseload reflects 83% of CYP are 'White British' and 17% of CYP are from other ethnic backgrounds.	Once the decision is made on budget allocation, a full EIA will be completed.
Gender	No	The work of the team is not gender specific and this will not change (the current caseload is 53% girls and 47% boys)	No action necessary
Transgender	Not known as data not currently available		Once the decision is made on budget allocation, a full EIA will be completed
Religion or Belief	Not known as data not currently available	59% of Brighton & Hove population state they have no religion. Staff work across all schools including faith schools.	Once the decision is made on budget allocation, a full EIA will be completed
Sexual Orientation	Not known as data not currently available	National statistics indicate lesbian, gay, bisexual and transgender groups (LGBT) have increased to 10% of the population. The LGBT population in Brighton & Hove is estimated to be 13-17% of the population.	Once the decision is made on budget allocation, a full EIA will be completed
Other relevant groups eg: Carers, people experiencing domestic violence, looked after	Yes – see right	There is a link between attendance and safeguarding. Reduced capacity to monitor and tackle poor attendance, including part time timetable and off-site provision arrangements, could increase the risk to those children who are already vulnerable in the named groups. EWOs also currently attend initial and review child protection case conferences- this is particularly important in school holidays.	Once the decision is made on budget allocation, a full EIA will be completed

<p>children, lone parents, disabled children, CP and LAC, large families</p>		<p>There is a known link between school attendance and educational outcomes. Reduced capacity to support schools and families to improve attendance could have a negative impact on educational outcomes for those children most at risk within this category.</p> <p>Child poverty – The recent institute of fiscal studies child and working age poverty inequality in the UK 2010 document is forecasting that relative child poverty will rise and that the UK will not meet the 2010 Child Poverty Act targets for relative child poverty and child poverty against the fixed child poverty line of 10/11. The child poverty action group and the institute of fiscal studies both agree that the government move towards the universal credit would initially reduce the number of children living in poverty if taken in isolation, but this reduction is more than offset by the poverty increasing impact of other government changes to personal and state benefits. Child poverty action and the Institute of Fiscal Studies suggest that the most important of these changes to child poverty is potentially the local housing allowance, which will be index linked in line with CPI rather than RPL.</p> <ul style="list-style-type: none"> ▪ Lone Parents – Child Poverty Action Group and the Fawcett Society research indicates that lone parents are on average more affected than other groups in receipt of state benefit by the government’s changes in taxation and benefits. <p>Large families are also hit disproportionately by benefit cuts</p>	
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Budget Screening EIA 2012/13

Service Area

Sure Start and related Service Areas

Head of Service - Caroline Parker

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes - negative	Reduction in the quality of childcare for children under 5 and school age children. Possible closures of voluntary sector provision. Research has shown that disadvantaged children gain most from good quality childcare.	Full EIA to be completed when full detail of the budget reductions and shape of the new service is known.
Disability	Possibly yes - negative	Reduction in training and support for childcare workers on inclusion. Possibly less support to find childcare depending on the level of savings in the Family Information Service - FIS.	Full EIA to be completed when full detail of the budget reductions and shape of the new service is known.
Ethnicity	Possibly yes - negative	Reduction in training and support for equalities for childcare workers. Less support for children with English as an additional language.	Full EIA to be completed when full detail of the budget reductions and shape of the new service

			is known.
Gender	Yes - negative	The vast majority of staff working in childcare (over 90%) are women. 93% of Early Years Professionals are women. Most Council staff are women. Most people contacting FIS for help are women.	Full EIA to be completed when full detail of the budget reductions and shape of the new service is known.
Transgender		Not collected	
Religion or Belief		Not collected	
Sexual Orientation		Not collected	
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children, lone parents, disabled children, CP and LAC, large families		Child poverty – Many childcare workers are on low wages. “The recent institute of fiscal studies child and working age poverty inequality in the UK 2010 document is forecasting that relative child poverty will rise and that the UK will not meet the 2010 Child Poverty Act targets for relative child poverty and child poverty against the fixed child poverty line of 10/11. The child poverty action group and the institute of fiscal studies both agree that the government move towards the universal credit would initially reduce the number of children living in poverty if taken in isolation, but this reduction is more than offset by the poverty increasing impact of other government changes to personal and state benefits. Child poverty action and the Institute of Fiscal Studies suggest that the most important of these changes to child poverty is potentially the local housing allowance, which will be index linked in line with CPI rather than RPL.”	Full EIA to be completed when full detail of the budget reductions and shape of the new service is known.

		Lone Parents – childcare is a particularly important service for lone parents. Child Poverty Action Group and the Fawcett Society research indicates that lone parents are on average more affected than other groups in receipt of state benefit by the governments changes in taxation and benefits.	
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Budget Screening EIA 2012/13

Service Area

Sure Start nurseries

Head of Service – Caroline Parker

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Possibly - negative	Parents less able to pay for childcare for young children as a consequence of fee increases. Possible reduction in the quality of education provision with less input from qualified teachers.	
Disability	Possibly - negative	No plans to reduce funding for inclusion but impact of reductions in training budgets elsewhere might reduce ability of staff to support effectively children with disabilities.	
Ethnicity	Possibly - negative	Full EIA to compare number of ethnic minority children attending Council nurseries compared to the city average	Full EIA to be completed
Gender	Possibly - negative	Women tend to take responsibility for arranging childcare. Higher fees may deter women from using childcare and therefore prevent them from training for working. The Government reduced the childcare element of the working tax credit from 80% to 70% in April 2011.	Full EIA to be completed
Transgender		Not collected	

Religion or Belief		Not collected	
Sexual Orientation		Not collected	
<p>Other relevant groups eg: Carers, people experiencing domestic violence, looked after children, lone parents, disabled children, CP and LAC, large families</p>		<p>Child poverty – “The recent institute of fiscal studies child and working age poverty inequality in the UK 2010 document is forecasting that relative child poverty will rise and that the UK will not meet the 2010 Child Poverty Act targets for relative child poverty and child poverty against the fixed child poverty line of 10/11. The child poverty action group and the institute of fiscal studies both agree that the government move towards the universal credit would initially reduce the number of children living in poverty if taken in isolation, but this reduction is more than offset by the poverty increasing impact of other government changes to personal and state benefits. Child poverty action and the Institute of Fiscal Studies suggest that the most important of these changes to child poverty is potentially the local housing allowance, which will be index linked in line with CPI rather than RPL.”</p> <p>Lone Parents – childcare is a particularly important service for lone parents. Child Poverty Action Group and the Fawcett Society research indicates that lone parents are on average more affected than other groups in receipt of state benefit by the governments changes in taxation and benefits.</p>	<p>Full EIA to be completed.</p>

Budget Screening EIA 2012/13

Service Area

Sure Start Children's Centres - changes to designations

Head of Service – Caroline Parker

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes - negative	Less services for children under 5 and their families. Less universal services may mean that children with additional needs are not identified. The reduction in early years visitors will mean less home visiting and group support for disadvantaged children and families.	Full EIA to be completed once the level of budget reduction and revised service is known
Disability	Possibly yes - negative	Children's Centres support both children with disabilities and parents who have disabilities. Closing CCs will mean that it will be more difficult for these groups to access local services depending where they live in the city and less opportunity for them to be visited in their homes	Full EIA to be completed once the level of budget reduction and revised service is known
Ethnicity	Possibly yes - negative	More difficult to access local services. Reduced support for children and families with English as an additional language.	Full EIA to be completed once the level of budget reduction and revised service is known

Gender	Yes - negative	The majority of users of Children's Centres are women. Children's Centre also do some targeted work to support fathers and this will be reduced. The majority of the staff are women.	Full EIA to be completed once the level of budget reduction and revised service is known
Transgender	Not known	Information not collected	
Religion or Belief	No known	Will be considered as part of the full EIA. Possibly reduced support for children and families with English as an additional language.	Full EIA to be completed once the level of budget reduction and revised service is known
Sexual Orientation	Not known	Will be considered as part of the full EIA.	Full EIA to be completed once the level of budget reduction and revised service is known
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children, lone parents, disabled children, CP and LAC, large families	Yes - negative	Child poverty – "The recent institute of fiscal studies child and working age poverty inequality in the UK 2010 document is forecasting that relative child poverty will rise and that the UK will not meet the 2010 Child Poverty Act targets for relative child poverty and child poverty against the fixed child poverty line of 10/11. The child poverty action group and the institute of fiscal studies both agree that the government move towards the universal credit would initially reduce the number of children living in poverty if taken in isolation, but this reduction is more than offset by the poverty increasing impact of other government changes to personal and state benefits. Child poverty action and the Institute of Fiscal Studies suggest that the most important of these changes to child poverty is potentially the local housing allowance, which will be index linked in line with CPI rather than RPL."	Full EIA to be completed once the level of budget reduction and revised service is known

		<p>There are children living in poverty in all areas of the city. These parents will have to travel further to access a lower level of support.</p> <p>Less support to help parents access volunteering, training and work.</p> <p>The majority of staff are women on relatively low wages, many of whom work part time and some who are the sole wage earner in the family..</p> <p>Lone Parents – a key target group for Children’s Centres. With less universal services available It will be harder for lone parents to access support. Child Poverty Action Group and the Fawcett Society research indicates that lone parents are on average more affected than other groups in receipt of state benefit by the governments changes in taxation and benefits.</p> <p>People experiencing domestic violence – this will still be a priority area of work for Children’s Centres but with a reduced universal service it may be more difficult to identify people and more difficult for people to access local services.</p> <p>Large families - known to be at a higher risk of child poverty. Again more difficult for families to access local services.</p> <p>CP and LAC children – more difficult for some children to access local services with a reduced amount of outreach home visiting.</p>	
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Budget Screening EIA 2012/13

Service Area

Youth Service

Head of Service – Chris Parfitt

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Possibly Yes	The reduction in funding of the OEA team from the core YS budget saves £42,490 the funding for 12/13 will be schools' contribution as the primary function of the role is schools off site trip Health & Safety compliance. There will be a reduction in the YOF fund allocation from £140,000 to £127.490 equalling £12,510. Minimal impact, ensuring 13 – 19 (up to 24 with SEN) is maintained	Once the decision is made on budget allocation, streamlining of support functions will take place and as part of this process a full EIA will be completed for
Disability	No		As above
Ethnicity	No		As above
Gender	No		As above
Transgender	No		As above
Religion or Belief	No		As above
Sexual Orientation	No		As above
Other relevant	No	Child poverty – The recent institute of fiscal studies child	Once the decision is made

<p>groups eg: Carers, people experiencing domestic violence, looked after children, lone parents, disabled children, CP and LAC, large families</p>		<p>and working age poverty inequality in the UK 2010 document is forecasting that relative child poverty will rise and that the UK will not meet the 2010 Child Poverty Act targets for relative child poverty and child poverty against the fixed child poverty line of 10/11. The child poverty action group and the institute of fiscal studies both agree that the government move towards the universal credit would initially reduce the number of children living in poverty if taken in isolation, but this reduction is more than offset by the poverty increasing impact of other government changes to personal and state benefits. Child poverty action and the Institute of Fiscal Studies suggest that the most important of these changes to child poverty is potentially the local housing allowance, which will be index linked in line with CPI rather than RPL.</p> <p>Lone Parents – Child Poverty Action Group and the Fawcett Society research indicates that lone parents are on average more affected than other groups in receipt of state benefit by the government’s changes in taxation and benefits.</p>	<p>on budget allocation, streamlining of support functions will take place and as part of this process a full EIA will be completed for</p>
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Budget Screening EIA 2012/13

Service Area

Music & Arts Service

Head of Service – Peter Chivers

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
<p>Age</p> <p>Children and Young People 5 to 19 years</p>	<p>Yes</p>	<p>Action1:</p> <ul style="list-style-type: none"> • Reduce offer to schools for curriculum support and a potential lowering of standards in music in the city. • Restructure of finance and admin would mean a restructure of the admin/finance department. Training needs for team members to be reviewed and plan implemented. <p>Action2:</p> <ul style="list-style-type: none"> • Reduction in young people accessing music opportunities, (presently 2500 per week) particularly for families just above the level for subsidies • If overall income was significantly reduced this could result in redundancies for teachers • In real terms the cost of subsidies would increase in line 	<p>Further EIA required on all potential actions.</p>

		<p>with fee increases.</p> <ul style="list-style-type: none"> • Danger that any increase may be balanced by increase in subsidies due to the current financial climate • An increase in fee could result in a reduction in pupils learning and in turn reduce our overall income from fees. <p>Action3:</p> <ul style="list-style-type: none"> • It is likely that this change would result in many families on lower incomes not being able to pay the additional fees and withdrawing the child from music tuition. Over 500 families access this scheme. • Access to learning a musical instrument would be significantly reduced and impact not only on present learners but also CYP wishing to learn, resulting in little or no access to music provision in some communities. • Potential teaching redundancies <p>Action4:</p> <ul style="list-style-type: none"> • Access to learning an instrument reduced (presently 2500 CYP per year) • The present programme has been consistently judged as being outstanding and the proposed change to the model could affect quality of programme. • Access and income reduced due to school not buying in. • Potential teaching redundancies form reduced programme • First access to learning a musical instrument free at the 	
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		<p>point of contact is very likely to be a key outcome in NMEP and we may not be able to action this if outside the DfE grant criteria.</p> <p>Action5:</p> <ul style="list-style-type: none"> • Access to out of school music making opportunities could be reduced if groups become musically and financially unviable. • Numbers of paying pupils attend the Music Centre decreases and in turn reduces income and impact on overall provision <p>Action6:</p> <ul style="list-style-type: none"> • The service attracts and retains high quality teachers, which is key to ensuring all CYP receive a high quality learning experience. Removal of Teachers Pay and Conditions could impact on the services ability to offer inclusive and high quality music tuition. • Teacher retention is linked pupil retention and hence could result in a significant reduction in pupils learning. • Teachers leave the service to move to neighbouring services that have retained TPC. • Losing high quality teachers which would impact of the quality and possibly the range of activities offered <p>Cost in potential compensation and redundancy could be high</p>	
Disability		As above	
Ethnicity		As above	

Gender		As above	
Transgender	N/A		
Religion or Belief	N/A		
Sexual Orientation	N/A		
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children			

Budget Screening EIA 2012/13

Service Area: Learning and Partnership – Denominational Transport

Head of Service - Gil Sweetenham

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	NO		
Disability	NO		
Ethnicity	NO		
Gender	NO		
Transgender	NO		
Religion or Belief	YES	Transport for this group of children is currently made in B & H under section 508C of the Education Act 1996, which is discretionary rather than a requirement of the Act.	Transport for those on low income will continue to be provided.

		The Council has a responsibility under section 509A to have regard to parental wishes for children to be educated at a particular school on the grounds of religion or belief. This does not amount to responsibility to provide transport to any individual or group except for those on low income or for whom a qualifying school includes the nearest preferred denominational school of their religion or belief. This right for low income pupils would not be affected whatever the outcome of the consultation process.	
Sexual Orientation	NO		
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children	NONE		

Budget Screening EIA 2012/13

Service Area

Integrated Child Development and Disability Service

Head of Service – Jenny Brickell

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes Negative impact on disabled children and young people	<p>:</p> <ul style="list-style-type: none"> • The resident population of Brighton and Hove is younger than both England and the South East. Nationally over 40% of disabled young people aged under 25 years are more likely not to be in education, training or employment. • 6% of children & young people in the city (3,400) are estimated to be disabled or have complex health needs. 3.4% of children under the age of 16 (1,440) received Disability Living Allowance, compared to 2.8% nationally in 2009. • In Brighton and Hove 48% of disabled children under 16 years live in the most deprived areas of Brighton & Hove. 	<ul style="list-style-type: none"> • Need to reduce the inequality of outcomes for disabled children and their families. • Need to specifically target provision for 11-16year old disabled children and young people. • Increase opportunities for disabled young people for

		<ul style="list-style-type: none"> The greatest proportion of children and young people with disabilities are aged between 11-16years. 	<p>education, training and employment.</p>
Disability	Yes	<p>Negative impact on disabled population in Brighton and Hove :</p> <p>One in four children live in low income households, however child poverty in Brighton and Hove is worse than the national average. Research indicates that disabled children are over-represented in the most deprived areas of Brighton and Hove.</p> <ul style="list-style-type: none"> Brighton and Hove physically disabled residents are twice as likely (12%) to live in a home in disrepair compared to the general population of 7%. 24% of parents caring for disabled children reported that their housing is inadequate to meet their disabled child's needs. Brighton and Hove has the sixth largest private rented sector in England and more disabled people living in the private sector than nationally, however a significant amount of the accommodation is not suitable for adaptation for disabled people. 	<ul style="list-style-type: none"> Increase Compass registration and receipt of Disability Living Allowance in the city. Review housing adaptation processes to meet the needs of disabled children in a more timely way. Need to support vulnerable adults who are parents of disabled children. Need to improve liaison and working with adult services.
Ethnicity	Yes	<p>Negative impact on disabled ethnic and BME groups</p> <p>There is a higher percentage of minority ethnic groups for disabled children. The Thomas Coram Research Unit reported 6.4% of disabled children were reported as being Black.</p> <ul style="list-style-type: none"> Research indicates that some Black Minority Ethnic (BME) groups are disproportionately represented for disabled children and those with complex health needs, 	<ul style="list-style-type: none"> Improve monitoring to have more rigorous monitoring of disabled BME children and their families in a more systematic way. Build and work on

		<p>although this also links in with the combination of other factors of disadvantage through poverty and social disadvantage.</p> <ul style="list-style-type: none"> • Bangladeshi and Black African populations with low incomes and special educational needs live in the most deprived areas of Brighton and Hove. • The age structure of the BME population in Brighton and Hove is considerable younger than the White British population. 	<p>existing partnerships and community groups to identify and support BME disabled children and their families.</p>
Gender	Yes	<p>Negative impact on disabled boys :</p> <ul style="list-style-type: none"> • Boys are twice as likely as girls to have a disability or complex health need. Locally 72% of disabled children and those with special needs are male compared with 28% of females. • Local evidence shows that 92% of disabled children who have been excluded were male. 	<ul style="list-style-type: none"> • Need to ensure services can reflect impact of gender imbalance.
Transgender		<ul style="list-style-type: none"> • National statistics indicate lesbian, gay, bisexual and transgender, LGBT has significantly increased to 10% of the general population. • If this figure is applied to disabled young people this would indicate that there are 100 LGBT young people aged between 16-24 years. 	<ul style="list-style-type: none"> • Improve monitoring to have more rigorous monitoring of the sexual orientation of disabled children and their families.
Religion or Belief		<ul style="list-style-type: none"> • 59% of the Brighton & Hove population state they have no religion. 	<ul style="list-style-type: none"> • Improve monitoring to have more rigorous monitoring of the religion and beliefs of disabled

			children and their families.
Sexual Orientation	Yes	<ul style="list-style-type: none"> National statistics indicate lesbian, gay, bisexual and transgender groups (LGBT) has significantly increased to 10% of the general population. If this figure is applied to disabled young people this would indicate that there are 100 LGBT young people aged between 16-24 years. 	<ul style="list-style-type: none"> Improve monitoring to have more rigorous monitoring of the sexual orientation of disabled children and their families.
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children, lone parents, disabled children, CP and LAC, large families	Yes	<ul style="list-style-type: none"> Child poverty – The recent institute of fiscal studies child and working age poverty inequality in the UK 2010 document is forecasting that relative child poverty will rise and that the UK will not meet the 2010 Child Poverty Act targets for relative child poverty and child poverty against the fixed child poverty line of 10/11. The child poverty action group and the institute of fiscal studies both agree that the government move towards the universal credit would initially reduce the number of children living in poverty if taken in isolation, but this reduction is more than offset by the poverty increasing impact of other government changes to personal and state benefits. Child poverty action and the Institute of Fiscal Studies suggest that the most important of these changes to child poverty is potentially the local housing allowance, which will be index linked in line with CPI rather than RPL. Lone Parents – Child Poverty Action Group and the Fawcett Society research indicates that lone parents are on average more affected than other groups in 	<ul style="list-style-type: none"> Lone parent carers need to be able to have more access courses, training and counselling services. Siblings and sibling carers need to have more access to social opportunities and the chance to do things together as a family. Multi-disciplinary training with colleagues to ensure disabled children and child protection issues have raised

		<p>receipt of state benefit by the government's changes in taxation and benefits.</p> <ul style="list-style-type: none"> • In Brighton and Hove 27% of families are lone parent households. There are proportionally more – 36% of families with disabled children who are lone parent carers. In Brighton and Hove. Research has indicated 70% of lone parent households are out of work. • 20% of non-disabled siblings share the care for their disabled sibling. • Nationally research indicates disabled children are three times more likely to be abused than non-disabled children. Locally there has been a significant and marked increase in disabled children and their siblings having a Child Protection Plan. • There has been an increase in the incidence of disabled children experiencing domestic violence and therefore the long term impact for them and their siblings. • A significant number of disabled and special needs children and young people are adopted, fostered or looked after by other families. 	<p>awareness.</p> <ul style="list-style-type: none"> • All staff to attend domestic violence training and to consider impact on disabled children. • Continue to work with partner agencies for inclusive and specialist support in the community.
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Budget Screening EIA 2012/13

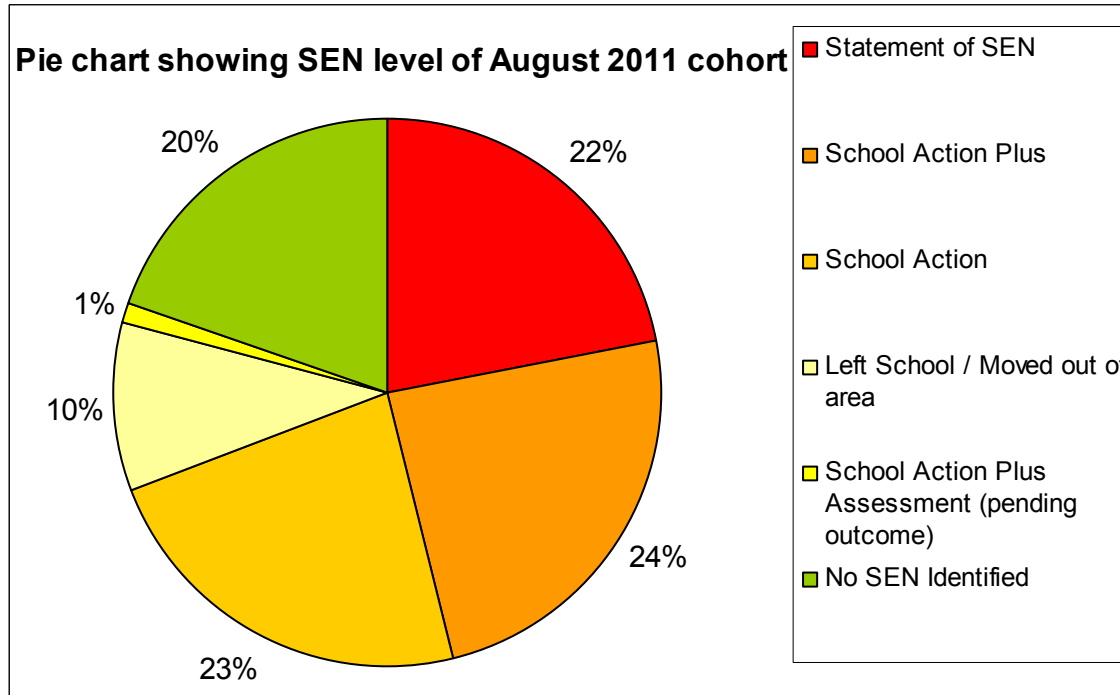
Service Area Youth Offending Service

Head of Service - Anna Gianfrancesco

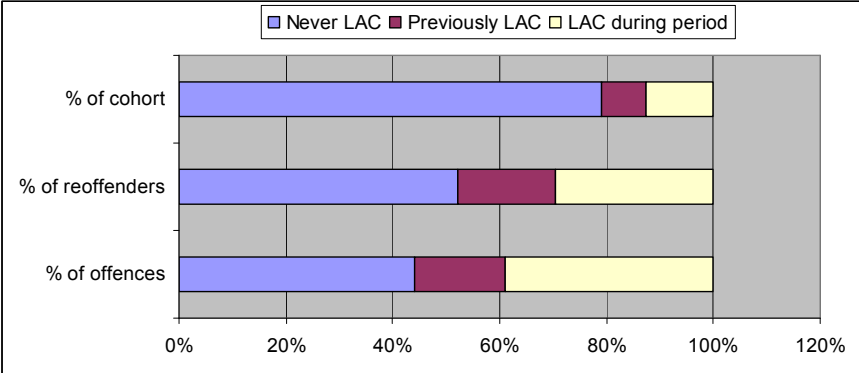
Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes - negative	65% of YOS cohort aged 16 or 17 years Those who first offend at age 10-13 years most at risk of staying in the yjs and receiving a custodial sentence	Full EIA to be completed when full detail of the budget reductions and shape of the new service is known.

		<p style="text-align: center;">Graph showing age and gender of those in the August 2011 cohort</p> <table border="1"> <caption>Data for Graph showing age and gender of those in the August 2011 cohort</caption> <thead> <tr> <th>Age</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>12 years</td> <td>0</td> <td>1</td> </tr> <tr> <td>13 years</td> <td>1</td> <td>4</td> </tr> <tr> <td>14 years</td> <td>0</td> <td>7</td> </tr> <tr> <td>15 years</td> <td>4</td> <td>10</td> </tr> <tr> <td>16 years</td> <td>6</td> <td>25</td> </tr> <tr> <td>17 years</td> <td>8</td> <td>23</td> </tr> <tr> <td>18 years</td> <td>0</td> <td>6</td> </tr> </tbody> </table> <p>The graph above shows that as age increases so does the number of young people in the YOS service. Reductions in service is likely to impact on young people and prevention work undertake to support young people away form the CJ system, this may result in an increase in number of 15-17 year olds entering the system.</p>	Age	Female	Male	12 years	0	1	13 years	1	4	14 years	0	7	15 years	4	10	16 years	6	25	17 years	8	23	18 years	0	6	
Age	Female	Male																									
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Disability	Yes - negative	<p>Majority of young offenders have SEN (either current or previous).</p> <p>82% left school with no qualifications or qualification below NVQ2 (May 2010).</p> <p>A significant number of young people who access the YOS (69%) service have school action, school action plus or a statement, while the numbers within the adult criminal justice system and prison systems with learning needs is also high. It is essential that YOS services are able to work with young people with additional learning needs who are</p>	Full EIA to be completed when full detail of the budget reductions and shape of the new service is known.																								

early offenders to prevent reoffending.



Ethnicity		<table border="1"> <thead> <tr> <th></th> <th colspan="2">BH City</th> <th colspan="2">BH YOS</th> <th></th> </tr> <tr> <th>Quarter</th> <th>10-17 mid 2006 pop - number</th> <th>10-17 mid 2006 pop - percentage</th> <th>2010/11 - number</th> <th>2010/11 - percentage</th> <th>Difference</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>18,721</td> <td>91.1%</td> <td>326</td> <td>91.1%</td> <td>0.0%</td> </tr> <tr> <td>Mixed</td> <td>841</td> <td>4.1%</td> <td>18</td> <td>5.0%</td> <td>0.9%</td> </tr> <tr> <td>Asian or Asian British</td> <td>502</td> <td>2.4%</td> <td>5</td> <td>1.4%</td> <td>-1.0%</td> </tr> <tr> <td>Black or Black British</td> <td>261</td> <td>1.3%</td> <td>9</td> <td>2.5%</td> <td>1.2%</td> </tr> <tr> <td>Chinese</td> <td>232</td> <td>1.1%</td> <td>0</td> <td>0.0%</td> <td>-1.1%</td> </tr> <tr> <td>Total</td> <td>20,557</td> <td>100.0%</td> <td>358</td> <td>100.0%</td> <td></td> </tr> <tr> <td>Total BME</td> <td>1,836.00</td> <td>8.9%</td> <td>32</td> <td>8.9%</td> <td>0.0%</td> </tr> <tr> <td>Unknown</td> <td></td> <td></td> <td>10</td> <td></td> <td></td> </tr> </tbody> </table> <p>Table shows difference between City and YOS ethnic groups. Overall there is little disproportionally. (Population data is estimated by ONS – analysis of ethnicity on Aspire has shown a higher proportion of mixed ethnicity).</p>		BH City		BH YOS			Quarter	10-17 mid 2006 pop - number	10-17 mid 2006 pop - percentage	2010/11 - number	2010/11 - percentage	Difference	White	18,721	91.1%	326	91.1%	0.0%	Mixed	841	4.1%	18	5.0%	0.9%	Asian or Asian British	502	2.4%	5	1.4%	-1.0%	Black or Black British	261	1.3%	9	2.5%	1.2%	Chinese	232	1.1%	0	0.0%	-1.1%	Total	20,557	100.0%	358	100.0%		Total BME	1,836.00	8.9%	32	8.9%	0.0%	Unknown			10			Full EIA to be completed when full detail of the budget reductions and shape of the new service is known.
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Gender	Yes - negative	<p>21% female and 79% male No change to male/female gender split although national suggestion that young women committing more offences</p> <p>7% of young women a teenage mum (May 2010)</p> <p>Currently have a group programme running for females.</p> <p>A relatively high proportion of young women within the YOS service as young mums, the service needs to continue to focus its work on vulnerable young woman while recognising that the majority of offenders are male and may need specific intervention.</p>	Full EIA to be completed when full detail of the budget reductions and shape of the new service is known.																																																												
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Sexual Orientation		Data sets currently being established	As above.																
Carers		Data sets currently being established	As above																
Large families		Data sets currently being established	As above																
Looked after children (LAC)		<p>Generally between 10 to 15 young people with open cases are LAC (either BH or other authority) This is around 15%</p> <p>Table below shows 2010/11 re-offending cohort (NI19) and that LAC yp make up small % but large proportion of those re-offending and commit a high proportion of offences. When compared to young people who have never been looked after, LAC appear to be three times more likely to re-offend and commit an average of 50% more offences per individual.</p> <p>Over the last three years, 3 females have received custody sentence and all were LAC</p>  <table border="1"> <caption>Stacked Bar Chart Data</caption> <thead> <tr> <th>Category</th> <th>Never LAC (%)</th> <th>Previously LAC (%)</th> <th>LAC during period (%)</th> </tr> </thead> <tbody> <tr> <td>% of cohort</td> <td>~80</td> <td>~5</td> <td>~15</td> </tr> <tr> <td>% of reoffenders</td> <td>~50</td> <td>~20</td> <td>~30</td> </tr> <tr> <td>% of offences</td> <td>~45</td> <td>~15</td> <td>~40</td> </tr> </tbody> </table>	Category	Never LAC (%)	Previously LAC (%)	LAC during period (%)	% of cohort	~80	~5	~15	% of reoffenders	~50	~20	~30	% of offences	~45	~15	~40	<p>Full EIA to be completed when full detail of the budget reductions and shape of the new service is known.</p>
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		<p>Young people who offend against their parent/carer are at risk of becoming LAC / accommodated by the authority .</p> <p>The figures above show the need for YOS and LAC services to work closely together both to prevent 1st time entrants of CIC but also to reduce the risk of reoffending.</p>	
people experiencing domestic violence,		<p>66% experienced DV in the family home (In 2002, 1 in 4, 25% of young people reported that physical violence sometimes took place between those caring for them (Cawson 2002)) – national study all young people.</p> <p>The service works with high levels of yp who have experienced domestic violence, the yp are supported to reduce their potential to commit further offending, which may be linked to learnt behaviours within the family.</p>	Full EIA to be completed when full detail of the budget reductions and shape of the new service is known.
Lone parents,		<p>88% have birth parents who have separated (unknown how many are living as single parents).</p> <p>A high level of yp in the YOS service have experienced parental separation, some of which may be linked to parental DV and offending behaviours.</p>	
Benefits		75% are currently or have ever been eligible for free school meals. A significant number of young people in the YOS service and their families are likely to be impacted on by the changes to benefit system, making their families worse off.	
CP		12% ever or previously on CPP. Possibly linked to the high level of yp experiencing DV, there is a high rate of yp in the YOS service who have been on the CP register either in the past or currently. Services to these young people will prevent further escalation of family problems and potential offending by the young persons	

Budget Screening EIA 2012/13

Service Area

Youth Employability Service YES

Head of Service – Philip Ward

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Possibly yes - negative	<ul style="list-style-type: none"> ▪ YES supports 16+ NEET young people. As there will be significant reduction in support functions (e.g. admin, training, IT, publications) for the front-line staff, this may impact on front line staff ability to operate effectively. ▪ Reductions to electronic media and other publications would make it harder to contact and engage NEET young people and offer them appropriate support. This could have an adverse effect on government requirements for tracking NEET young people and providing management information. ▪ Potentially there could be reduction in the number of access points available for young people in Community & Voluntary sector locations across the city including Hove and Central Brighton. 	Once the decision is made on budget allocation, streamlining of support functions will take place and as part of this process a full EIA will be completed for YES.

Disability	Possibly yes - negative	<ul style="list-style-type: none"> ▪ Brighton & Hove City Council is responsible for transition assessments for young people with learning difficulties/disabilities. YES advisers contribute to this assessment through the drawing up of Moving On plans. This is currently achieved by a team of specialist Personal Advisers (LDD) who work with schools/colleges, SENCOs and the BHCC SEN team plus other support workers. There will be continued support for this cohort from the YES advisers. ▪ Young people with LDD/SEN are more than twice as likely to be NEET as mainstream young people. ▪ Reductions to electronic media and other publications would make it harder to contact and engage NEET young people and offer them appropriate support. This could have an adverse effect on government requirements for tracking NEET young people and providing management information. 	Once the decision is made on budget allocation, streamlining of support functions will take place and as part of this process a full EIA will be completed for YES.
Ethnicity	Possibly yes - negative	<ul style="list-style-type: none"> ▪ YES currently works with young men and young women from a wide range of backgrounds who are NEET and this is reflected in the data on young people we collect. As there will be significant reduction in support functions (e.g. admin, training, IT, publications) for the front-line staff, this may impact on front line staff ability to operate effectively. ▪ Reductions to electronic media and other publications would make it harder to contact and engage NEET young people and offer them appropriate support. This could have an adverse effect on government requirements for tracking NEET young people and providing management 	Once the decision is made on budget allocation, streamlining of support functions will take place and as part of this process a full EIA will be completed for YES.

		<p>information.</p> <ul style="list-style-type: none"> ▪ Potentially there could be reduction in the number of access points available for young people in Community & Voluntary sector locations across the city including Hove and Central Brighton. 	
Gender	Possibly yes - negative	<ul style="list-style-type: none"> ▪ YES support is not gender specific. As there will be significant reduction in support functions (e.g. admin, training, IT, publications) for the front-line staff, this may impact on front line staff ability to operate effectively. ▪ Reductions to electronic media and other publications would make it harder to contact and engage NEET young people and offer them appropriate support. This could have an adverse effect on government requirements for tracking NEET young people and providing management information. ▪ Potentially there could be reduction in the number of access points available for young people in Community & Voluntary sector locations across the city including Hove and Central Brighton. 	Once the decision is made on budget allocation, streamlining of support functions will take place and as part of this process a full EIA will be completed for YES.
Transgender	Possibly yes - negative	<ul style="list-style-type: none"> ▪ YES support is not gender specific. As there will be significant reduction in support functions (e.g. admin, training, IT, publications) for the front-line staff, this may impact on front line staff ability to operate effectively. ▪ Reductions to electronic media and other publications would make it harder to contact and engage NEET young people and offer them appropriate support. This could have an adverse effect on government requirements for 	Once the decision is made on budget allocation, streamlining of support functions will take place and as part of this process a full EIA will be completed for YES.

		<p>tracking NEET young people and providing management information.</p> <ul style="list-style-type: none"> ▪ Potentially there could be reduction in the number of access points available for young people in Community & Voluntary sector locations across the city including Hove and Central Brighton. 	
Religion or Belief	Possibly yes - negative	<ul style="list-style-type: none"> ▪ This is difficult to assess as the information held on faith and beliefs of young people is not extensive. However, as there will be significant reduction in support functions (e.g. admin, training, IT, publications) for the front-line staff, this may impact on front line staff ability to operate effectively. ▪ Reductions to electronic media and other publications would make it harder to contact and engage NEET young people and offer them appropriate support. This could have an adverse effect on government requirements for tracking NEET young people and providing management information. ▪ Potentially there could be reduction in the number of access points available for young people in Community & Voluntary sector locations across the city including Hove and Central Brighton. 	Once the decision is made on budget allocation, streamlining of support functions will take place and as part of this process a full EIA will be completed for YES.

Sexual Orientation	Possibly yes - negative	<ul style="list-style-type: none"> ▪ YES support is not specific to sexual orientation. As there will be significant reduction in support functions (e.g. admin, training, IT, publications) for the front-line staff, this may impact on front line staff ability to operate effectively. ▪ Reductions to electronic media and other publications would make it harder to contact and engage NEET young people and offer them appropriate support. This could have an adverse effect on government requirements for tracking NEET young people and providing management information. ▪ Potentially there could be reduction in the number of access points available for young people in Community & Voluntary sector locations across the city including Hove and Central Brighton. 	Once the decision is made on budget allocation, streamlining of support functions will take place and as part of this process a full EIA will be completed for YES.
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children, children and young people on child protection register, lone parents, large families	Possibly yes - negative	<ul style="list-style-type: none"> ▪ As there will be significant reduction in support functions (e.g. admin, training, IT, publications) for the front-line staff, this may impact on front line staff ability to operate effectively. ▪ Potentially there could be reduction in the number of access points available for young people in Community & Voluntary sector locations across the city including Hove and Central Brighton. ▪ Reductions to electronic media and other publications would make it harder to contact and engage NEET young people and offer them appropriate support. This could have an adverse effect on government requirements for tracking NEET young people and providing management information. ▪ Child poverty – The recent institute of fiscal studies child 	Once the decision is made on budget allocation, streamlining of support functions will take place and as part of this process a full EIA will be completed for YES.

		<p>and working age poverty inequality in the UK 2010 document is forecasting that relative child poverty will rise and that the UK will not meet the 2010 Child Poverty Act targets for relative child poverty and child poverty against the fixed child poverty line of 10/11. The child poverty action group and the institute of fiscal studies both agree that the government move towards the universal credit would initially reduce the number of children living in poverty if taken in isolation, but this reduction is more than offset by the poverty increasing impact of other government changes to personal and state benefits. Child poverty action and the Institute of Fiscal Studies suggest that the most important of these changes to child poverty is potentially the local housing allowance, which will be index linked in line with CPI rather than RPL.</p> <ul style="list-style-type: none"> ▪ Lone Parents – Child Poverty Action Group and the Fawcett Society research indicates that lone parents are on average more affected than other groups in receipt of state benefit by the government’s changes in taxation and benefits. 	
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EQUALITY IMPACT ASSESSMENT

PLACE

HOUSING

Budget Screening EIA 2012/13

Service Area

Budget Savings Strategy - Housing Commissioning

Head of Service:

Jugal Sharma

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Overall impact	Yes - negative	SP 5% savings Not known pending completion of remodelling and EIAs	Full EIA to be completed
	Yes - negative	Decommissioning some projects funded by Homelessness grant and also by SP grant - Reduction of £300k in overall budget is anticipated in the first year-from £1.3 million to £1m. Potential cuts to external services, internal staffing and internally commissioned schemes or services will mean fewer options and support services available to rough sleepers and former rough sleepers who are accommodated in the Integrated Support Pathway. This will affect around	Full EIA to be completed

		<p>1500 single homeless people with support needs including rough sleepers and these people broadly fit into the social inclusion key groups including:</p> <ol style="list-style-type: none"> 1. homeless people 2. people at risk of domestic violence 3. unemployed people 4. people not in education, employment or training (NEET) 5. people with mental health needs and substance misuse issues 6. offenders or people with an offending history. 7. People may fall into one or more of these groups and therefore suffer multiple disadvantage. <p>e.g. innovation fund, kestrel court training flat and cash incentive scheme and some organisations delivering services will no longer be financially viable and lead to closure - Adverse impact on single homeless people and prevention of homelessness and likely increase in rough sleeping. Increased pressures on social care, health, police/anti-social behaviour services as a result.</p>	
	<p>Yes - negative</p>	<p>2% uplift on Preventing Homelessness Budget returned.</p> <p>Adverse impact on single homeless people and prevention of homelessness and likely increase in rough sleeping. Increased pressures on social care, health, police/anti-social behaviour services as a result.</p> <p>Numbers not known at present.</p>	<p>Full EIA to be completed</p>

	Yes - negative	<p>Preventing Homelessness – staff reorganisation</p> <ul style="list-style-type: none"> – risk to service delivery pending major reorganisation. Risk to homelessness funding of £1.3 to the Council if CLG withdraw if not being spent on homelessness prevention. <p>-impact on vulnerable single people, vulnerable adults, families with disabled children and offenders.</p> <p>-An analysis to determine absolute numbers is to be done alongside a fully revised EIA for this service area. Current estimates indicate that over a 1000 people could be affected.</p> <p>Increase in cost of service delivery is expected in the long run as client groups such as the single homeless declared as non priority are likely to bounce back with mental health and other needs.</p> <p>Action to minimise negative impacts include working collaboratively with related service areas to determine areas of shared cost.</p>	Full EIA to be completed
	Yes - negative	<p>SP Year 4 savings from SP Commissioning Plan brought forward</p> <ul style="list-style-type: none"> – organisations delivering services will no longer be financially viable and lead to closure – increase in rough sleeping/homelessness. 	Full EIA to be completed
	Yes - negative	<p>Preventing Homelessness – risk to service delivery pending major re-organisation.</p>	Full EIA to be completed

		<p>-Could impact negatively on families, single homeless people, people fleeing Domestic violence, older people with mental health problems, people with HIV and young people leaving care who require dedicated services.</p> <p>-An analysis to determine absolute numbers is to be done alongside a fully revised EIA for this service but current estimates are that over a 1000 people could be affected.</p>	
	<p>Yes - positive</p> <p>Yes - negative</p>	<p>TA - Increased income from leasing and reduction of spot purchase accommodation.</p> <p>Increasing good quality leased properties and reducing reliance on B&B - will help to reduce inequalities by providing the most disadvantaged homeless households with good, stable accommodation. This will promote social inclusion.</p> <p>However, additional leases will be out of the City and this may impact on vulnerable groups. May also impact negatively on families with children of school going age who may have to relocate and to change school.</p>	<p>Full EIA to be completed</p>
	<p>Yes - negative</p>	<p>Staff savings from re-organisation of Private sector housing - will have direct adverse impact on ability to deliver additional HMO income.</p> <p>This will have an adverse impact on ability to deliver statutory duties under Housing Acts and adversely affect ability to deliver on the following:</p> <p>-better conditions in private sector homes & HMOs (including ability to deliver any additional HMO licensing &</p>	<p>Full EIA to be completed</p>

		<p>enforcement; supporting households to continue to live independently in their own home through housing adaptations assistance).</p> <p>This will disproportionately impact on vulnerable households in particular older people. Actual numbers not known at present. Further analysis required but front line staff could be affected.</p>	
	Yes - negative	<p>Reduction in capital for topping up DFG's for private sector housing adaptations, home energy efficiency and decent homes impacts on older, including our ability to discharge Community care Act responsibilities.</p> <p>However, this is likely to be at risk of any reduction in capital funding due to potential funding availability.</p>	Full EIA to be completed
	Yes - negative	<p>Reorganising hostels Made up of – HB collection rates dependent on legislative and governmental framework – client conts may fall due to recent changes/ £7K- Increase rent at NSM by 5%- Risk- Requires agreement from HB& risk of complaints/</p>	Full EIA to be completed
Age		<p>SP 5% savings across all areas. Not known pending completion of remodelling and EIAs</p>	Full EIA to be completed
	Yes - negative	<p>Decommissioning some projects funded by Homelessness grant and also by SP grant -</p>	Full EIA to be completed

		<p>Over 500 rough sleepers are worked with through the CRI Rough Sleepers Team every year. Numbers are currently increasing (official count was up 260% on last year's figure - #14 > #37). Reductions to services will impact on the city's ability to respond.</p> <p>In 2010/11 CRI worked with over 70 rough sleepers over the age of 50.</p>	
	Yes - negative	<p>2% uplift on Preventing Homelessness Budget returned. Age - Sussex Central YMCA are contracted to provide a one stop shop Housing Advice Service for young people aged 16 to 15 in the city. In 2010/11 they saw 1203 young people and offered housing advice; 276 16/17 year olds and 927 18-25 year olds</p>	Full EIA to be completed
	Yes - negative	<p>Preventing Homelessness – staff reorganisation Dedicated services particularly to young people aged 16-17years, care leavers under 25years and non statutory homeless older people could be negatively impacted due to possible reduction in staff numbers.</p> <p>Numbers will be known after a full EIA and a remodelling exercise has been completed.</p>	Full EIA to be completed
	unknown	<p>SP Year 4 savings from SP Commissioning Plan brought forward Not known pending completion of remodelling and EIAs</p>	Full EIA to be completed

	Yes - negative	<p>Preventing Homelessness – risk to service delivery pending major re-organisation. Young people aged 16-17years, care leavers under 25years and older people who are deemed not to be staturily homeless could be disproportionately affected due to reduced service and contact time.</p> <p>An analysis to determine absolute numbers is to be done alongside a full EIA for this service area.</p>	Full EIA to be completed
	<p>Yes – Positive</p> <p>Yes - negative</p>	<p>TA - Increased income from leasing and reduction of spot purchase accommodation. Up to 100 homes could be acquired. An analysis is to be done to determine the number of individuals and families that would be affected.</p> <p>Homes likely to be out of city. Impact on age will only be known after a full EIA has been done.</p>	Full EIA to be completed
	unknown	<p>Staff savings from re-organisation of Private sector housing - will have direct adverse impact on ability to deliver additional HMO income. Not known at present.</p>	Full EIA to be completed
	Yes - negative	<p>Reduction in capital for toping up DFG's for private sector housing adaptations, home energy efficiency and decent homes</p> <ul style="list-style-type: none"> - impacts on older, including our ability to discharge Community care Act responsibilities. Eg adaptations and fuel poverty programmes. 	Full EIA to be completed

		However, this is likely to be at risk of any reduction in capital funding due to potential funding availability.	
	unknown	Reorganising hostels Impact not yet known	Full EIA to be completed
Disability	unknown	SP 5% savings- Disability – Not known further investigation required.	Full EIA to be completed
	unknown	Decommissioning some projects funded by Homelessness grant and also by SP grant - Disability – Not known further investigation required.	Full EIA to be completed
	unknown	2% uplift on Preventing Homelessness Budget returned. Disability – Not known further investigation required.	Full EIA to be completed
	unknown	Preventing Homelessness – staff reorganisation Not known at present.	Full EIA to be completed
	unknown	SP Year 4 savings from SP Commissioning Plan brought forward Not known pending completion of remodelling and EIAs	Full EIA to be completed
	Yes - negative	Preventing Homelessness – risk to service delivery pending major re-organisation. Low level disable people would be deprioritised, reduced ability to rehouse disabled people in the private rental sector due to reduced finances and cuts in Housing benefits.	Full EIA to be completed

		Increased cost in the long-run due to possible increased disability and associated health problems including mental health. Numbers not known at present. EIA is to be revised.	
Yes – Positive		TA - Increased income from leasing and reduction of spot purchase accommodation. Up to 100 homes could be acquired. The number of individuals and families that would be affected is not known at present. Impact on age will only be known after a full EIA has been done however, it is expected that more leased adaptable property would be acquired and reduce the reliance on Bed and breakfast.	Full EIA to be completed
Yes - negative unknown		Homes likely to be outside city Staff savings from re-organisation of Private sector housing - will have direct adverse impact on ability to deliver additional HMO income. Not known at present	Full EIA to be completed
Yes - negative		Reduction in capital for topping up DFG's for private sector housing adaptations, home energy efficiency and decent homes – impacts on older, including our ability to discharge Community care Act responsibilities. Eg adaptations and fuel poverty programmes. However, this is likely to be at risk of any reduction in capital funding due to potential funding availability.	Full EIA to be completed

	unknown	Reorganising hostels Not known	Full EIA to be completed
Ethnicity	unknown	SP 5% savings Not known awaiting completion of remodelling and EIAs	Full EIA to be completed
	Yes - negative	Decommissioning some projects funded by Homelessness grant and also by SP grant - Ethnicity – Around 20% of rough sleepers are non-British nationals and a large percent of that cohort are from Eastern Europe. Further investigation required to determine actual impact and absolute numbers.	Full EIA to be completed
	unknown	2% uplift on Preventing Homelessness Budget returned. Ethnicity – Not known further investigation required.	Full EIA to be completed
	unknown	Preventing Homelessness – staff reorganisation Not known further investigation required.	Full EIA to be completed
	unknown	SP Year 4 savings from SP Commissioning Plan brought forward Not known pending completion of remodelling and EIAs	Full EIA to be completed
	unknown	Preventing Homelessness – risk to service delivery pending major re-organisation. Not known at present.	Full EIA to be completed

	Yes – Positive	TA - Increased income from leasing and reduction of spot purchase accommodation. Potential impacts not known at present. Could have a positive impact on front line staff due to much better homes to residents. Actual numbers to be determined upon completion of EIA.	Full EIA to be completed
	Yes - negative	Homes likely to be outside city	
	unknown	Staff savings from re-organisation of Private sector housing - will have direct adverse impact on ability to deliver additional HMO income. Not known at present	Full EIA to be completed
	Yes - negative	Reduction in capital for topping up DFG's for private sector housing adaptations, home energy efficiency and decent homes – impacts on older, including our ability to discharge Community care Act responsibilities. Eg adaptations and fuel poverty programmes. However, this is likely to be at risk of any reduction in capital funding due to potential funding availability.	Full EIA to be completed
	unknown	Reorganising hostels Not known.	Full EIA to be completed
Gender	unknown	SP 5% savings Not known pending completion of remodelling and EIAs	Full EIA to be completed

	Yes - negative	<p>Decommissioning some projects funded by Homelessness grant and also by SP grant -</p> <p>Gender– Around 7-10% of rough sleepers are women and this appears to be on an increasing trend. This equates to around 50 female rough sleepers per year. There have been recent sexual assaults on female rough sleepers</p> <p>Impact not known at present. EIA and further analysis required.</p>	Full EIA to be completed
	unknown	<p>2% uplift on Preventing Homelessness Budget returned.</p> <p>Not known at present. EIA and further analysis required.</p>	Full EIA to be completed
	Yes - negative	<p>Preventing Homelessness – staff reorganisation</p> <p>Could impact negatively male single homeless due low priority in times of limited housing. Numbers not known at present.</p> <p>Work collaboratively with related teams to determine areas to joint funding.</p>	Full EIA to be completed
	unknown	<p>SP Year 4 savings from SP Commissioning Plan brought forward</p> <p>Impact not known at present. EIA and further analysis required.</p>	Full EIA to be completed

	Yes - negative	Preventing Homelessness – risk to service delivery pending major re-organisation. Could impact negatively on single homeless people and long term statutorily homeless. Actual numbers not known at present. Further analysis and an EIA are to be done to determine numbers and gender that would be affected the most.	Full EIA to be completed
	Yes – Positive	TA - Increased income from leasing and reduction of spot purchase accommodation. Impact not known at present. An analysis and an EIA would be done to determine impact and numbers. However it is anticipated that impacts would be positive to newly acquired homes and reduced use of B&Bs.	Full EIA to be completed
	Yes - negative unknown	Homes likely to be outside city Staff savings from re-organisation of Private sector housing - will have direct adverse impact on ability to deliver additional HMO income. Not known at present	Full EIA to be completed
	Yes - negative	Reduction in capital for topping up DFG's for private sector housing adaptations, home energy efficiency and decent homes – impacts on older, including our ability to discharge Community care Act responsibilities. Eg adaptations and fuel poverty programmes. However, this is likely to be at risk of any reduction in	Full EIA to be completed

		capital funding due to potential funding availability.	
	unknown	Reorganising hostels Not known.	Full EIA to be completed
Transgender	unknown	SP 5% savings I Not known pending completion of remodelling and EIAs	Full EIA to be completed
	unknown	Decommissioning some projects funded by Homelessness grant and also by SP grant - Figures on transgender not known at present. Further investigation required.	Full EIA to be completed
	unknown	2% uplift on Preventing Homelessness Budget returned. Not known at present.	Full EIA to be completed
	unknown	Preventing Homelessness – staff reorganisation Impact not known at presence but the role of dedicated LGBT housing officer could be reduced, hence could result in reduced dedicated service to the transgender community. Absolute numbers to be determined when analysis and EIA is completed. Work collaboratively with related teams to determine areas to joint funding.	Full EIA to be completed
	unknown	SP Year 4 savings from SP Commissioning Plan	Full EIA to be

		brought forward Not known pending completion of remodelling and EIAs	completed
	unknown	Preventing Homelessness – risk to service delivery pending major re-organisation. Impact not known at present but reduced access to dedicated service to the transgender community is anticipated due to reduced role of dedicated LGBT housing officer. Numbers to be determined upon completion of analysis and EIA. Work collaboratively with related teams to determine areas to joint funding.	Full EIA to be completed
	Yes – Positive	TA - Increased income from leasing and reduction of spot purchase accommodation. Impact not known at present. An analysis and an EIA would be done to determine impact and numbers. However it is anticipated that impacts would be positive to newly acquired homes and reduced use of B&Bs.	Full EIA to be completed
	Yes - negative	Homes likely to be outside city	
	unknown	Staff savings from re-organisation of Private sector housing - will have direct adverse impact on ability to deliver additional HMO income. Not known at present	Full EIA to be completed

	Yes - negative	<p>Reduction in capital for topping up DFG's for private sector housing adaptations, home energy efficiency and decent homes</p> <ul style="list-style-type: none"> – impacts on older, including our ability to discharge Community care Act responsibilities. Eg adaptations and fuel poverty programmes. <p>However, this is likely to be at risk of any reduction in capital funding due to potential funding availability.</p>	Full EIA to be completed
	unknown	<p>Reorganising hostels</p> <p>Not known.</p>	Full EIA to be completed
Religion or Belief	unknown	<p>SP 5% savings</p> <p>Not known further investigation required</p>	Full EIA to be completed
	Yes - negative	<p>Decommissioning some projects funded by Homelessness grant and also by SP grant -</p> <p>Not known further investigation required</p>	Full EIA to be completed
	unknown	<p>2% uplift on Preventing Homelessness Budget returned.</p> <p>Not known. Further investigation required</p>	Full EIA to be completed
	No impact	<p>Preventing Homelessness – staff reorganisation</p> <p>No impact on people of religion or belief is known at present due. This will be known upon completion of EIA and</p>	Full EIA to be completed

		analysis to determine numbers.	
	unknown	SP Year 4 savings from SP Commissioning Plan brought forward Not known pending completion of remodelling and EIA	Full EIA to be completed
	unknown	Preventing Homelessness – risk to service delivery pending major re-organisation. No risk on service delivery in known at present This will be known upon completion of EIA and analysis to determine actual service areas and numbers that will be affected.	Full EIA to be completed
	Yes – Positive Yes - negative	TA - Increased income from leasing and reduction of spot purchase accommodation. Impact not known at present. An analysis and an EIA would be done to determine impact and numbers. However it is anticipated that impacts would be positive to newly acquired homes and reduced use of B&Bs. Homes likely to be outside city	Full EIA to be completed
	unknown	Staff savings from re-organisation of Private sector housing - will have direct adverse impact on ability to deliver additional HMO income. Not known at present	Full EIA to be completed
	Yes - negative	Reduction in capital for topping up DFG's for private	Full EIA to be

		<p>sector housing adaptations, home energy efficiency and decent homes</p> <ul style="list-style-type: none"> – impacts on older, including our ability to discharge Community care Act responsibilities. Eg adaptations and fuel poverty programmes. <p>However, this is likely to be at risk of any reduction in capital funding due to potential funding availability.</p>	completed
	unknown	<p>Reorganising hostels</p> <p>Not known</p>	Full EIA to be completed
Sexual Orientation	unknown	<p>SP 5% savings</p> <p>Not known pending completion of remodelling and EIAs</p>	Full EIA to be completed
	Yes - negative	<p>Decommissioning some projects funded by Homelessness grant and also by SP grant -</p> <p>Orientation – Brighton & Hove attracts a significant number of homosexual young people and rough sleepers compared to other local authority areas. While exact figures are not known at this time in terms of those who might be affected by cuts, this will be a proportional.</p>	Full EIA to be completed
	unknown	<p>2% uplift on Preventing Homelessness Budget returned.</p> <p>Further investigation required to determine the full extent of any impacts.</p>	Full EIA to be completed
	unknown	<p>Preventing Homelessness – staff reorganisation</p>	Full EIA to be

		<p>Impact not known at present but the role of dedicated LGBT housing officer could be reduced, hence could result in reduced dedicated service to the LGBT community generally.</p> <p>Absolute numbers to be determined when analysis and EIA is completed. Work collaboratively with related teams to determine areas to joint funding...</p>	completed
	unknown	<p>SP Year 4 savings from SP Commissioning Plan brought forward Not known pending completion of remodelling and EIAs</p>	Full EIA to be completed
	unknown	<p>Preventing Homelessness – risk to service delivery pending major re-organisation.</p> <p>No risk on service delivery in known at present This will be known upon completion of EIA and analysis to determine actual service areas and numbers that will be affected.</p>	Full EIA to be completed
	Yes – Positive	<p>TA - Increased income from leasing and reduction of spot purchase accommodation.</p> <p>Impact not known at present. An analysis and an EIA would be done to determine impact and numbers. However it is anticipated that impacts would be positive to newly acquired homes and reduced use of B&Bs.</p>	Full EIA to be completed

	Yes - negative	Homes likely to be outside city	
	unknown	Staff savings from re-organisation of Private sector housing - will have direct adverse impact on ability to deliver additional HMO income. Not known at present	Full EIA to be completed
	Yes - negative	Reduction in capital for topping up DFG's for private sector housing adaptations, home energy efficiency and decent homes – impacts on older, including our ability to discharge Community care Act responsibilities. Eg adaptations and fuel poverty programmes. However, this is likely to be at risk of any reduction in capital funding due to potential funding availability.	Full EIA to be completed
	unknown	Reorganising hostels Not known	Full EIA to be completed
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children	unknown	SP 5% savings Not known pending completion of remodelling and EIAs	Full EIA to be completed
	unknown	Decommissioning some projects funded by Homelessness grant and also by SP grant - Not known at present.	Full EIA to be completed
	Yes - negative	2% uplift on Preventing Homelessness Budget returned. If the 2% uplift was applied to the homelessness grant this would increase the base budget by £26,000. from £1.3m to	Full EIA to be completed

		<p>£1.326 in 2012/13.</p> <p>This extra funding could have been used to offset any percent or lump sum reduction to the grant and mitigate resulting cuts to individual projects. For example, the Innovation Fund has previously paid for initiatives such as the Hostels Nurse who has been employed to work with clients with complex alcohol issues and has achieved in-hostel detox for several clients without the need for residential rehab. Cost savings have been achieved due to reduced ambulance call outs and hospital admissions with indicative figures showing that for every £1. spent over £7 can be saved. Any reduction under 1) above and through not applying the 2% uplift will limit the ability to deliver innovative projects such as this</p> <p>The equalities impacts of not applying the 2% uplift will be the same as those detailed above</p>	
	unknown	<p>Preventing Homelessness – staff reorganisation</p> <p>None known at present. Analysis of numbers and EIA to be done to determine.</p>	Full EIA to be completed
	unknown	<p>SP Year 4 savings from SP Commissioning Plan brought forward</p> <p>Not known pending completion of remodelling and EIAs</p>	Full EIA to be completed
	unknown	<p>Preventing Homelessness – risk to service delivery pending major re-organisation.</p>	Full EIA to be completed

		Not known at present. Analysis of numbers and EIA to be done to determine.	
	Yes – Positive	TA - Increased income from leasing and reduction of spot purchase accommodation. Impact not known at present. An analysis and an EIA would be done to determine impact and numbers. However it is anticipated that impacts would be positive to newly acquired homes and reduced use of B&Bs.	Full EIA to be completed
	Yes - negative	Homes likely to be outside city	
	unknown	Staff savings from re-organisation of Private sector housing - will have direct adverse impact on ability to deliver additional HMO income. Not known at present. Further investigation to be done.	Full EIA to be completed
	Yes - negative	Reduction in capital for topping up DFG's for private sector housing adaptations, home energy efficiency and decent homes – impacts on older, including our ability to discharge Community care Act responsibilities. Eg adaptations and fuel poverty programmes. However, this is likely to be at risk of any reduction in capital funding due to potential funding availability.	Full EIA to be completed
	unknown	Reorganising hostels Not known	Full EIA to be completed

Budget Screening EIA 2012/13

Service Area

Housing & Social Inclusion (Housing Revenue Account)

Head of Service – Nick Hibberd

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes (older people on low or fixed incomes)	<p>Rent increase will affect those on fixed or low incomes who are not in receipt of full Housing Benefit.</p> <p>5,968 (44%) of council tenants (including joint tenants) are known to be aged 55 or older; 3,729 (27%) are 65 or older and 1,885 (14%) are 75+.</p> <p>Altogether, tenants of 78% (nearly 6,000) council homes receive full or partial HB.</p>	<p>Target advice Range of financial inclusion advice and sign-posting</p> <p>Commissioning strategy to re-invest in support for most vulnerable</p> <p>Full EIA completed on rent and service charge increases</p>
		<p>All increases in service charges covered by HB will affect those on fixed or low incomes who are not in receipt of full HB.</p>	<p>Target advice Range of financial</p>

			<p>inclusion advice and sign-posting Commissioning strategy to re-invest in support for most vulnerable</p> <p>Full EIA completed on rent and service charge increases</p>
		<p>Anticipated average 20% increase in service charge for communal gas heating systems (not covered by HB)</p> <p>N.B. Price increase due to corporate contract for gas increasing by average of 20%.</p>	<p>Target advice. Range of financial inclusion advice and sign-posting. Target replacement of communal boilers to improve fuel efficiency through capital investment programme. Target over-cladding of blocks with communal heating to improve thermal efficiency. Commissioning strategy to re-invest in support for most vulnerable.</p>
		<p>9% increase in service charge for water (not covered by HB) will affect those on benefits, fixed and low incomes.</p>	<p>Target advice Range of financial inclusion advice and sign-</p>

		N.B This only applies to three blocks in the City.	posting Commissioning strategy to re-invest in support for most vulnerable
		Leaseholders – service charges for major planned works (variable) – charges will affect those on fixed or low incomes. High charges (e.g. for cladding or lift replacement) potentially make their current housing situation unaffordable.	Full EIA completed on leaseholder Service Charges Support offered at early stage. Range of payment options. Housing options advice Seek approval for Introduction of new payment options (Equity Loans).
		Customer access review has potential to affect access to services (positive and negative)	Full EIA completed
		Proposed move of Manor Place Housing Office to Whitehawk Hub <ul style="list-style-type: none"> - closure of cash desk - access issues - positive impacts of service co-location 	Full EIA completed. Steps in place to mitigate access issues Survey of need of all visitors to Manor Place over one month period.

		Proposed move of Victoria Road Housing Office to Portslade Town Hall	Full EIA completed. Need to ensure that adequate disabled parking is included in any proposals and building DDA compliant
Disability (Physical and sensory)	Yes	<p>Rent increase will affect those on fixed or low incomes who are not in receipt of full HB.</p> <p>325 council tenants (including joint tenants - 2.3%) are known to be receiving Disability Living Allowance and 169 Attendance Allowance; 383 council tenants (2.7%) are in one of the 3 mobility bands and 1,016 (7.3%) council tenants are recorded as having other mobility problems; 2,327 tenants (17%) have informed us of other health issues. 50 are recorded as having alcohol or substance misuse issues.</p> <p>392 council tenants are recorded as blind or partially sighted, 753 (5.4%) have hearing problems and 73 have speech difficulties. 55 current tenants have requested information through sign language.</p>	<p>Target advice</p> <p>Range of financial inclusion advice and sign-posting</p> <p>Commissioning strategy to re-invest savings in support for most vulnerable</p>
		All increases in service charges will affect those on fixed or low incomes who are not in receipt of full HB.	<p>Target advice</p> <p>Range of financial inclusion advice and sign-posting</p>

			Commissioning strategy to re-invest in support for most vulnerable
		<p>Anticipated average 20% increase in service charge for communal gas heating systems (not covered by HB)</p> <p>N.B. Price increase due to corporate contract for gas increasing by average of 20%.</p>	<p>Target advice. Range of financial inclusion advice and sign-posting. Target replacement of communal boilers to improve fuel efficiency through capital investment programme. Target over-cladding of blocks with communal heating to improve thermal efficiency. Commissioning strategy to re-invest in support for most vulnerable.</p>
		<p>Leaseholders – service charges for major planned works (variable) – charges will affect those on fixed or low incomes. High charges (e.g. for cladding or lift replacement) potentially make their current housing situation unaffordable.</p>	<p>Full EIA completed on leaseholder Service Charges</p> <p>Support offered at early stage. Range of payment options. Housing options advice</p>

			Seek approval for Introduction of new payment options (Equity Loans).
		Customer access review has potential to affect access to services (positive and negative)	Full EIA completed
		<p>Proposed move of Manor Place Housing Office to Whitehawk Hub</p> <ul style="list-style-type: none"> - closure of cash desk - access issues - positive impacts of service co-location 	<p>Full EIA completed.</p> <p>Steps in place to mitigate access issues</p> <p>Survey of need of all visitors to Manor Place over one month period.</p>
		Proposed move of Victoria Road Housing Office to Portslade Town Hall – potential to affect access to services for residents with disabilities	<p>Full EIA completed.</p> <p>Need to ensure that adequate disabled parking is included in any proposals and building DDA compliant</p>

		<p>Visually impaired residents may not be able to read information informing of service charge/rent increase.</p> <p>2.8% of council tenants are recorded as blind or partially sighted. 20 are recorded as having requested information on audio tape, 3 in Braille and 246 in large type. Another 244 tenants are known to have literacy problems.</p>	<p>Ensure information is available in range of formats and target those with known disability or request for information in alternative format</p>
Disability (Mental Health and Learning)	Yes	<p>Proposed move of Manor Place Housing Office to Whitehawk Hub and Victoria Road Housing Office to Portslade Town</p> <p>Difficulties adapting to move</p> <p>1,034 (7.41%) council tenants (including joint tenants) are recorded as having mental health issues and 190 (1.4%) as having learning difficulties.</p>	<p>Full EIAs completed</p>
Ethnicity	Yes	<p>Potential for those with for whom English is not their first language not to understand information on increases in rent/service charges</p> <p>The ethnicity of over 10% of council tenants is other than White British. 55 tenants are recorded as requiring information translated into Arabic, 18 into Bengali, 12 into Cantonese, 11 into Farsi and 44 tenants have requested other languages.</p>	<p>Ensure information is available in range of languages</p>
		<p>Customer access review has potential to affect access to services (positive and negative)</p>	<p>Full EIA completed</p>

		Proposed move of Manor Place Housing Office to Whitehawk Hub and Victoria Road Housing Office to Portslade Town (positive and negative)	Full EIAs completed
Gender	No		
Transgender	No		
Religion or Belief	No		
Sexual Orientation	No		
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children	Yes (families and individuals with low incomes)	Rent increase will affect those on fixed or low incomes who are not in receipt of full HB.	Target advice Range of financial inclusion advice and sign-posting Commissioning strategy to re-invest in support for most vulnerable
		All increases in service charges will affect those on fixed or low incomes who are not in receipt of full HB.	Target advice Range of financial inclusion advice and sign-posting Commissioning strategy to

			re-invest savings in support for most vulnerable
		9% increase in service charge for water (not covered by HB) will affect those on benefits, fixed and low incomes.	Target advice Range of financial inclusion advice and sign-posting
		Anticipated average 20% increase in service charge for communal gas heating systems (not covered by HB). N.B. Price increase due to corporate contract for gas increasing by average of 20%.	Target advice. Range of financial inclusion advice and sign-posting. Target replacement of communal boilers to improve fuel efficiency through capital investment programme. Target over-cladding of blocks with communal heating to improve thermal efficiency. Commissioning strategy to re-invest in support for most vulnerable.
		Leaseholders – service charges for major planned works (variable) – charges will affect those on fixed or low incomes. High charges (e.g. for cladding or lift replacement) potentially make their current housing situation unaffordable.	Full EIA to be completed on HRA Capital Investment Programme

			Support offered at early stage. Range of payment options. Housing options advice Seek approval for Introduction of new payment options (Equity Loans).
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EQUALITY IMPACT ASSESSMENT

PLACE

CITY REGULATION & INFRASTRUCTURE

Budget Screening EIA 2012/13

Service Area Regulation & City Infrastructure

Head of Service – Mark Prior

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes	<p>Reduction of Public Transport Subsidised routes, could disproportionately impact on older people. The city has an increasing demographic of an aging user group and subsidised routes exist to help link together areas of the city which maybe be geographically isolated.</p> <p>Reduction of budget to 'Safer Roads partnership' could leave children/ younger people vulnerable, as lower awareness of key road safety factors</p>	<p>Detailed needs analysis required - Data available on subsidy impact per user on routes, concessionary bus passes issued. Scrutinise potential for routes where subsidy could be met from alternative provider.</p> <p>Comprehensive study of impact of Road Safety campaigns necessary. Maybe supported by work on 20mph and other road safety awareness currently</p>

			being developed.
Disability	Yes	Reduction in Shopmobility grant may limit options for this group to access retail stores	Seek commercial sponsor?
Ethnicity	No		
Gender	No	There is the potential that women with children more likely to be affected by reduced bus subsidy	Needs analysis necessary to understand patronage on subsidised routes. Complete full EIA & work with provider to establish usage on routes.
Transgender	No		
Religion or Belief	No		
Sexual Orientation	No		
Other		Low income groups affected by bus subsidy reduction. Key subsidised services are the transport link between areas of the city with high indices of deprivation and key employment areas.	Needs analysis necessary to establish if subsidised route is key transport link isolated areas of the city.

Budget Screening EIA 2012/13

Service Area Planning & Public Protection

Head of Service – Martin Randall

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	YES	Reduction in age restricted sales work could increase the vulnerability of young people to sales of alcohol. Reduction in consumer advice could increase the vulnerability of older people to rogue traders. Less dog fouling enforcement could adversely affect the health of young children.	Prioritise and target key premises. Consider whether other council teams can assist.
Disability	YES	Reduced availability of advice for home adaptations could limit options for people with disabilities. Removal of access advice on major planning proposals could result in less accessible new buildings.	Identify higher risk groups and prioritise advice. Additional training for planning case officers.
Ethnicity	No		
Gender	No		

Transgender	No		
Religion or Belief	No		
Sexual Orientation	No		
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children	YES	People on low incomes could be disproportionately affected by reductions in animal welfare services and increased fees for pest control.	

Budget Screening EIA 2012/13

Service Area Infrastructure

Head of Service – Gillian Marston

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
General		Reduced maintenance of the public realm (ie. roads, pavements, signs, traffic barriers) are likely to affect peoples perception of the safety of their area particularly vulnerable people	Review current EIA before final budget decisions are made
		A reduction in the maintenance budgets for street lighting will result in less lighting in some areas and this will have a particular impact on those that feel vulnerable and the visually impaired	Review current EIA before final budget decisions are made
		Reduction in winter maintenance service means the refilling of grit bins will be reduced although the contingency remains unaffected allowing grit bins to be filled through out severe weather (where possible). It is older people and disabled peoples whose ability to get around in bad weather suffers more and due the geography and demographics of the city will also have a greater impact on the poor	Review current EIA before final budget decisions are made

Age	Yes	Reducing subsidies for bowling greens and allotments will mean that the fees residents will have to pay to play bowls or for their allotment will be increased significantly and are likely to have a greater impact on this group (26% of allotment holders are over 60 years old). Bowls is mainly played older people.	Advance notice of changes to subsidies for bowling greens and work with clubs to reduce impact of increased costs Allotments will still operate a 25% concessions for those over 60, on job seekers allowance or where income from benefits exceeds income from paid work, and for full time students.
		Reducing the number of public toilets across the city and reviewing the opening hours could have a greater impact on the confidence and ability of some people to go about usual activities.	Review current EIA before final budget decisions are made Assess closures in light of accessibility and locations. Advertise remaining toilets and accessible ones. Encouraging businesses to allow access to toilets
Disability	Yes	The change of collection days and delays will have more of an impact on disabled people that have a tailored service for the collection of their recycling and refuse (termed an 'assisted service').	Particular consideration is given to assisted service if communal refuse/recycling is extended and if fortnightly collections are taken forward.

		Reduction in highway spend on roads and pavements means the surfaces will become poor and it will be harder for people with a mobility impairment, visually impairment or the elderly to get round easily and safely	Review current EIA before final budget decisions are made. Focus on safety maintenance and compliance to best practice in terms of highway inspections
		Reduction in street lighting maintenance will means less lighting in certain areas and this will have a greater impact on the visually impaired	Review current EIA before final budget decisions are made. Impact of changes to street lighting to be assessed on a road by road basis as required
		Reducing the number of public toilets across the city and reviewing the opening hours will could have a greater impact on the confidence and ability of some people to go about usual activities	Review current EIA before final budget decisions are made. Advertise remaining toilets and accessible ones. Encouraging businesses such as restaurants, pubs allow access to toilets
Ethnicity	No		
Gender	Yes	Reducing the number of public toilets across the city and reviewing the opening hours will could have a greater impact on the confidence and ability of some people to go about usual activities. It could impact more on women as primary carers	Review current EIA before final budget decisions are made. Advertise remaining toilets and accessible ones. Encouraging businesses such as restaurants, pubs allow access to toilets
Transgender	No		

Religion or Belief	No		
Sexual Orientation	No		
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children	Carers	Reducing the number of public toilets across the city and reviewing the opening hours will could have a greater impact on the confidence and ability of some people to go about usual activities	Review current EIA before final budget decisions are made. Advertise remaining toilets and accessible ones. Encouraging businesses such as restaurants, pubs allow access to toilets
	Low income	Low income groups will be more adversely affected by a reduction in subsidies or increases in fees to play bowls and allotments. The allotment service operates concessions.	Review current EIA before final budget decisions are made. Ensure full awareness of concessions where these exist

EQUALITY IMPACT ASSESSMENT

RESOURCES & FINANCE

Budget Screening EIA 2012/13

Service Area Fees & Charges (Cumulative Impact of all proposals)

Head of Service – Nigel Manvell

The overall assessment of all proposals relating to fees and charges including proposed increases, removal of concessions and subsidies indicates that there is no significant cumulative impact of proposed changes on any of the groups listed below. This was evidenced by analysing all Fees & Charges proposals and assessing the individuals, groups and businesses likely to be impacted by combined effect of all changes. Although individual proposals will affect certain groups and may need EIAs (directly or indirectly as part of other initiatives), there would appear to be no significant added cumulative effect on any one group or groups from the wide range of proposals contained within the draft budget. The evidence was considered by a cross-party Star Chamber on 19th October. Information below indicates those fees & charges where an EIA may be required separately or as part of wider proposals.

Different Groups to be included in Screening	Is there a possible impact on a group/ groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes	<p>The following changes to fees and charges may impact on this group:</p> <ul style="list-style-type: none"> Home care / support In-house Day Care Direct Payments Day Care Transportation Meals charge at Day Centres and Meals in the Community CareLink charges 	<p>Impact of fees and charges is considered as part of overall Charging Policy in each service (e.g. Fairer Charging in Adult Social Care) or as part of the commissioning process for relevant services (e.g.</p>

		Service Charges for services provided to Council Housing	commissioning of new Meals contract). EIAs will be produced as part of any charging policy review or new commissions where appropriate.
Disability	Yes	As above	As above
Ethnicity	No		
Gender	No		
Transgender	No		
Religion or Belief	No		
Sexual Orientation	No		
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children	No		

Budget Screening EIA 2012/13

Service Area

Revenues and Benefits

Head of Service – Graham Bourne

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes	Reductions in central government grant to administer housing and council tax benefit will potentially affect all groups. We have to balance a reduction in staff numbers and services against a potential increase of demand in benefits claims. Service improvements are enabling us to manage this, but if we make extensive savings by reducing staff, we could be less able to process claims, therefore increasing poverty, potential homelessness and putting the most vulnerable of our residents at risk.	Manage savings targets and turnover of staff with regard to trends in casework, and develop strategy for forthcoming transfer of benefits to Universal Credit. We will monitor the impact of housing benefit changes with Housing Strategy for trends. If certain groups are affected as a result of these changes, we may need to change our
Disability	Yes		
Ethnicity	Yes		
Gender	Yes		
Transgender	Yes		
Religion or Belief	Yes		
Sexual Orientation	Yes		

		<p>Increasing Council Tax collection is not likely to have a specific impact on any one group but all groups are potentially affected. Service improvements will continue to make our service better and help to deliver the increase in collection. These changes are customer-focussed, so tend to have a positive impact on individuals and groups.</p> <p>Increasing NNDR collection will have no anticipated impact on any one specific group. We are collecting largely from businesses and we expect our service improvements to continue making our service better, helping to deliver the increase in collection. (This is dependent on the introduction of a localised replacement scheme which has just been consulted on). There is a risk that if a ratepayer is unable to pay, and their business / premises serves a particular group, there could be an impact. However, that is mitigated somewhat by the Discretionary Rate Relief scheme.</p>	<p>strategy.</p> <p>Discretionary Rate Relief helps to protect certain ratepayers who are charities and non-profit making organisations. These often serve vulnerable groups and individuals.</p> <p>We will conduct EIA on new NNDR localisation at the appropriate time.</p>
<p>Other relevant groups eg: Carers, people experiencing domestic violence, looked after children</p>			

Budget Screening EIA 2012/13

Service Area

Life Events

Head of Service – Paul Holloway

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	No		A full consultation document will be published as part of the restructures planned and an EIA will be undertaken.
Disability	No		
Ethnicity	No		
Gender	No		
Transgender	No		
Religion or Belief	Yes	No detrimental impact as the introduction of a woodland burial site will enhance the current service, offering more options for burials, which respects	

		individuals' Religion or Belief.	
Sexual Orientation	No		
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children		The increase in fees and charges in Bereavement Services and in the Register Office will impact on people with low incomes, which could impact on our financial inclusion activities.	

Budget Screening EIA 2012/13

Service Area

Workstyles Phase 2, Transformation Project

Head of Service – Angela Dymott

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	No	Potentially negative - Younger people may be less likely to have suitable home accommodation for office use.	
Disability	Yes	Positive - Improved access to services by customers and staff. Public facing areas will be accessible in accordance with DDA requirements. New and existing staff offices will be accessible in accordance with DDA requirements. Specific staff needs will be identified by service managers. Home working and mobile working will reduce travelling needs.	Full EIA required by project and relevant services affected by the project
Ethnicity	No	None identified	
Gender	No	None identified	
Transgender	No	None identified	
Religion or Belief	Yes	Positive Faith groups will have the ability to block book suitable meeting rooms within civic offices and quiet rooms.	Full EIA required by project and relevant services affected by the

		The potential of a multi-faith space is to be explored.	project
Sexual Orientation	No	None identified	
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children	Yes	Positive - Flexible working will be beneficial for child care, general care and family commitments	

Budget Screening EIA 2012/13

Service Area

Policy, Performance and Analysis

Head of Service - Richard Butcher Tuset

Different Groups to be included in Screening	Is there a possible impact on a group/groups	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	YES	<p>Reduction in resources has the potential to impact on the ability of Policy, Performance and Analysis to support work affecting a number of equalities areas:</p> <ol style="list-style-type: none"> 1. Reductions in Policy support will impact on our ability to lobby and influence national policy and legislative development. 2. Reductions in Support for the Strategic Partnership will affect our ability to develop local solutions and responses to national policy changes, including work on related major change programmes and our wider strategic partnership and improvement work aimed at reducing inequality in the city. 3. Reductions in the research and analysis function will reduce our ability to understand and plan for the needs of diverse groups in the city. 	<p>PPA will need to undertake a very careful review of service areas subject to final savings required.</p> <p>This work will need to be undertaken with all service providers.</p> <p>City Partners will also need to be engaged with regard to understanding and planning in the city (strategic intelligence and performance).</p>
Disability	YES		
Ethnicity	YES		
Gender	YES		
Transgender	YES		
Religion or Belief	YES		
Sexual Orientation	YES		
Other relevant groups eg:	YES		

<p>Carers, people experiencing domestic violence, looked after children</p>		<p>4. Reductions in performance will reduce our ability to understand organisational and city wide equalities issues relating to public service delivery. Existing support includes the provision of Members and senior managers within the council with performance information about local equality targets through the Organisational Health report. The service also tracks a number of key equalities actions within the City Performance plan, business plans and the Corporate Plan</p> <p>5. Reductions in complaints will impact on our ability to respond and understand the needs of diverse communities using the council's services. Key areas of risk include children and vulnerable adults.</p>	
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EQUALITY IMPACT ASSESSMENT

COMMUNITIES

Budget Screening EIA 2012/13

Service Area

Communities & Equality

Head of Service – Mary Evans

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	YES	The end of the pilot activity for 8-13 year olds is expected to result in a change to youth provision for this age range. With shrinking budgets there may not be the same level of provision and this will be an issue for some service users, however the pilots should demonstrate the type of activity that is most successful in raising aspirations.	The evaluation of the pilot activity will include equality impact.
Disability	NO	The deletion of the Access Manager role will be mitigated by a change in the responsibility of other members of the equality team, backed up with additional disability equality training.	
Ethnicity	NO	These areas are primarily supported by the 3-year grants programme and other mainstream team	

Gender	NO	activity. They are therefore not directly affected by these proposals.	
Transgender	NO		
Religion or Belief	NO		
Sexual Orientation	NO		

Budget Screening EIA 2012/13

Service Area

Community Safety

Head of Service – Linda Beanlands

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes	Changes to the way the Family Intervention Project is funded may result in reduced capacity to deal with families who have children that are at risk of harm	Discussion to minimise impact with partners in social care, health and CYP
Disability	Yes - positive	Revised management and operating practices within the new casework team will increase the flexibility of the casework team to support victims of disability hate crime	Monitor and evaluate team to evidence performance
Ethnicity	Yes - positive	Revised management and operating practices within the new casework team will increase the flexibility of the casework team to support victims of racist crimes and incidents	Monitor and evaluate team to evidence performance
Gender	Yes	Changes to the way the Family Intervention project is	Discussion to minimise

		funded may result in reduced capacity to address DV the majority of which is perpetrated by men against women	impact with partners in social care, health and CYP
Transgender	Yes - positive	Revised management and operating practices within the new casework team will increase the flexibility of the casework team to support transgendered victims	Monitor and evaluate team to evidence performance
Religion or Belief	Yes - positive	Revised management and operating practices within the new casework team will increase the flexibility of the casework team to support victims of religiously motivated crimes and incidents	Monitor and evaluate team to evidence performance
Sexual Orientation	Yes - positive	Revised management and operating practices within the new casework team will increase the flexibility of the casework team to support victims of homophobic crimes and incidents	Monitor and evaluate team to evidence performance
Other relevant groups eg:	No		

Budget Screening EIA 2012/13

Service Area

Libraries

Head of Service – Sally McMahon

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes	Cutting the mobile library could impact on elderly people with mobility issues.	The consultation with service users will identify any access issues and find an alternative method of service delivery to meet the customer's needs.
Disability	Yes	Stopping paying the RNIB subscriptions for individuals will impact on the 175 people currently having this talking book subscription paid by the library service.	Each individual will be contacted to establish their talking book needs. The Library

			Service will then meet these needs through the delivery of stock from within our own talking book collections. In place of the RNIB service, Libraries have now signed up to the Six Steps National Library offer, where all public libraries have committed to delivering effective services to visually impaired people directly.
Ethnicity	No		
Gender	No		
Transgender	No		
Religion or Belief	Possibly	Some staff will be asked to work on Sundays where they may not have done so before	The consultation on the restructuring will

			ask staff if there are any equalities implications for them
Sexual Orientation	No		
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children	Possibly	<p>The new shift options being proposed are more closely tied into public demand, so some people may find that it does not fit with their current child care arrangements.</p> <p>Any changes to opening hours of libraries may impact on some sections of local communities (yet to be determined).</p>	<p>The consultation on the restructuring will ask staff if there are any equalities implications for them. Every effort will be made to accommodate staff's childcare needs in allocating the new shifts.</p> <p>Any proposed changes will be reviewed to take account of any potential equalities implications.</p>

Budget Screening EIA 2012/13

Service Area

Tourism & Leisure Delivery Unit

Head of Service – Adam Bates

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	No	There is the potential for older persons to be more affected by the pricing of entrance fees at the Royal Pavilion, however there are a range of concessions for older people, students, children on the full ticket price at the RPM.	n/a
Disability	No	There are concessions on the full adult price at the RPM. Seafront income will allow the service to continue to provide services to meet the needs of disabled users e.g. beach buggys, matting etc	n/a
Ethnicity	No	Proposals have no direct impacts.	n/a
Gender	No	Changes to work patterns proposed may make roles	n/a

		more attractive to women as able to accommodate jobshares more easily.	
Transgender	No	Proposals have no direct impacts.	n/a
Religion or Belief	No	Proposals have no direct impacts.	n/a
Sexual Orientation	No	Proposals have no direct impacts.	n/a
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children	No	Business contribution to some of the services work will require some businesses to give a greater contribution than previously however it will only be where business is directly achieved for those businesses via conference bookings.	n/a

Budget Screening EIA 2012/13

Service Area

Sport & Leisure Commissioning

Head of Service - Ian Shurrock

Different Groups to be included in Screening	Is there a possible impact on a group/groups (positive or negative) YES/NO	Describe Potential Impact	Action/s (including details of a full EIA to be completed if required/relevant)
Age	Yes	<p>There is potential impact on opportunities for young people to participate in sport by a reduction in funding of sports development projects.</p> <p>All groups access the council's sports facilities and a reduction in funding of the facilities has the potential to negatively impact on the quality of service provided. However, as the reduction relates primarily to building infrastructure rather than the programmes that are provided then the impact should be minimal.</p>	<p>External match funding will be sought to mitigate a reduction of the budget.</p> <p>Investment into the sports facilities will be timed to minimise potential impact.</p>
Disability	Yes	As above	As above

Ethnicity	Yes	As above	As above
Gender	Yes	As above	As above
Transgender	Yes	As above	As above
Religion or Belief	Yes	As above	As above
Sexual Orientation	Yes	As above	As above
Other relevant groups eg: Carers, people experiencing domestic violence, looked after children			