

# **CABINET DOCUMENTS FOR THE MEMBERS ROOM**

Monday, 7th February, 2011  
at 5.00 pm

MEMBERS ROOM DOCUMENTS ATTACHED TO THE  
LISTED REPORTS

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**6 GENERAL FUND REVENUE BUDGET - 2011/12 TO 2013/14**

Equality Impact Assessments

Friday, 28 January 2011

SOLICITOR TO THE COUNCIL

## Cumulative Impact Assessment: Age

This cumulative impact assessment needs to be read in conjunction with the IMPACT ASSESSMENT SUMMARY FOR 2011/12 BUDGET PROPOSALS which provides more detail of individual proposals and the actions that will be taken to mitigate their effects.

Item	Portfolio	total in 2011/12 (£'000)	Comments
Virtual health and social care ward to provide crisis and emergency support	ASCH2	100	This will have a positive affect on older people enabling them to stay in their own home rather than be admitted to hospital during crisis periods. A higher proportion of 85s are expected to need the service but not disproportionately so.
Reduction in Day Care Services	ASCH9	400	Review of contracted day services to reflect Fair Access to Care activity and increasing take up of Self Directed Support. Some services – the Day centre and Heavy Drinkers Unit have traditionally offered services to <u>older drinkers</u> who do not access other services
Review of Meals on Wheels (MoW) service	ASCH12	45	Around 90% of those receiving MoW are aged 65 and over.
Non statutory voluntary sector services funding.	ASCH14	% of 776	This includes provision of voluntary sector home care and help in the home, older person advocacy and alcohol and mental health services.
Cease provision of later years service and support to partnership. This includes support for the third age centre.	ASCH16	239	This budget is for services and projects that are specifically targeted at older people and promote the profile of older people.
Reduction in bus subsidies affecting the 8/8A service, dial-a-ride, night bus marshals, the no 5 Sunday service, some city night buses and the no 7A service	E&T 44	90	Dial-a-ride is often used by older, more frail members of society, and those who are unable to use buses so a reduction could lead to some restrictions in travel. The proposals to Dial A Ride are not a reduction in service as they reflect a reduced demand and hence a reduced need for buses.
Implementation of 3 year library strategy	LCH 5	% of 246	Reduction in variety of materials could affect people with a visual impairment e.g. reduction in audio books and large print – many of whom may be older people
Public Toilets Closures in district and city centre	LSCS8	60	Reduced immediate availability of toilet provision for more elderly citizens. Among this demographic there is a higher percentage of people who may suffer from a frequent and urgent need for toilet facilities. Alternatives are being explored in identified areas.
Review of community safety activity	LSCS10	% of 100	Less young people will get early interventions for ASB; less anti-social behaviour contracts in place; in time potential increase in anti-social behaviour The remaining savings have a direct impact on community safety service delivery
Major review of remaining service and consolidation with other services and scaling back – communities team.	LSCS11	% of 98	This will affect community centres community development, community cohesion and equalities. : Reduced capacity to deal with hate crime, harassment and community tension incidents
Review scope and delivery of Private Sector Housing Service on the basis of statutory provision	HOU 6	% of 54	Reductions in Fuel Poverty work would hit older people as would support to improve the quality of private sector housing an address issues. This could lead to additional health implications.

### Background

- Age equality means securing the equal participation in society of people of every age, based on respect for the dignity and value of each individual. It aspires to achieve equality in citizenship, access to opportunities and outcomes, as well as respect for differences related to older age and for children and younger people. For public bodies, the 2010 Equalities Act sets a public sector duty across a range of protected characteristics. To address

age equality and discrimination the Act will create a public sector duty ( which will include age) to have due regard to the need to:

- a. eliminate discrimination;
  - b. advance equality of opportunity, and
  - c. foster good relations between people who share protected characteristic and people who do not share it, and:
  - d. ban age discrimination against those over 18 in the provision of services and exercise of public functions.
2. The public sector duty applies to people of all ages, including children, while the ban on age discrimination applies in relation to over 18's. The public sector duty will be effective from April 2011. The ban on age discrimination will be effective from 2012.

### **Demographics**

3. The 2009 Mid Year estimate of Southampton's population is 236,700 a 4% increase since 2005 which equates to 9,000 residents. In 2009 27.1% of Southampton's population was aged over 50 and 22.5% under 20. Although no one may be discriminated on the basis of age, the nature of the budget proposals has meant that for the purposes of this assessment the focus will be on both older and younger people.

### **Cumulative Impact of Proposals on Age: Older People**

4. There are a number of proposals which have the potential to impact specifically on older people. Reductions in both directly provided and grant funded services could directly affect the health and well-being of older people. There areas of significance relate to health and Adult Social care, Housing, and services such as libraries and transport. .

#### Health and Adult Social Care

5. Several proposed reductions will affect older people – including some of the most vulnerable who also suffer with a disability, Older People's Mental Health issues or health problems. Whilst many of the services proposed for reduction are support based and preventative, this may have a knock on effect in relation to the health and well-being of older people and an increased demand of statutory services at an earlier stage in the future. The value of contact with support agencies in providing early intervention and identification of issues needs to be considered. Where those older people with complex issues are affected reductions have the potential to increase costs elsewhere and reduce quality of life particularly for those who have traditionally found it hard to input into decisions about their care.
6. In addition to the operational activities, the loss of support provided by the Later Years service directly to older people may reduce the representation of older people and their interest in strategic decision making and service planning in the City.

#### Mitigation

7. The Putting People First programme provides an opportunity for many of the services affected to be re-provided in other ways. This may require market development support to ensure provision is available. In the interim additional support for older people to access these service may be required and could increase workloads for other teams such as the mental health and community teams and support services (e.g. finance, brokerage). However a positive impact could be achieved by providing people with more individualised services which support independence.
8. Undertake assessments on all service users prior to any service closure – and ensure this considers those who access more than one service or who have complex problems. Other reductions across the authority which may have an impact, for example transport issues for disabled people should also be considered.
9. Other mechanisms to ensure older people's interests are represented in decision making will need to be put in place.
10. Expand the reablement service to enable all assessed users to benefit from the service.

#### Housing

11. There is a strong link between housing and health, particularly for older people. Poor quality housing can make it difficult for people to maintain good health and well-being, particularly in those with existing conditions and where complex long-term needs are involved. In 2008/09 there were approximately 113 excess winter deaths in Southampton, although 09/10 figures have not yet been published a significant increase is expected due to the extreme cold weather experienced. On average people over 65 account for 93% of excess winter deaths. 14% of all households in Southampton are single person pensioner households (Census 2001).

12. A reduction in the housing advice service, when taken together with reductions in grants to others who also provide advice a support to older people living in the community, could have a significant impact on the health and wellbeing of older people.
13. In relation to the private and private rental sector, evidence shows that older people are more likely to live in properties that are unsafe and require intervention by the team, which will take longer as a result to the proposals. Fuel poverty work is currently targeted at older, vulnerable people and this work will cease (energy efficiency advice is also affected as part of the advice service). This is also in the context of a increase in fuel prices of around 7 -8 % this winter.

#### Mitigation

14. Service reductions in relation to older people and housing both in terms of advice and support and practical help should not be carried out in isolation but there needs to be a dialogue between the relevant Heads of Service in the Health and Adult Social Care and Neighbourhoods Directorates to ensure the collective impact of reductions has been considered.
15. Health issues related to older people's housing needs to be monitored so that any adverse impacts on older people can be identified and cost benefit analysis undertaken.
16. Ensure frontline staff across the public sector are able to spot housing and heating issues in older people's properties and make referral and provide advice as necessary.

#### Local Services

17. To a lesser extent the reductions in LSCS Portfolio have the potential to impact on older people. A reduction in community safety provision may affect older people particularly those who are vulnerable and/or live alone. A reduction in grants to organisation who provide advice and support on home safety along side this must be taken into account. Community activities are an important part of many older peoples daily lives – reductions in community centre services, and organisations specifically targeted at older people may reduce the well-being of older people. This needs to be considered in the context of reductions in similar services provided by Health and Social Care.

#### Mitigation

18. Ensure good communications to older people on crime and safety and they are aware of the services available to them.
19. Reductions in the provision of grants to the voluntary sector and reductions in community services that have a high usage by older people are considered in the context of cuts taking place across the City and the Putting People First agenda.

#### Other Factors to Consider

20. The impact of benefit changes and local housing allowance reforms.
21. This CIA in relation to age must not be read in isolation. With regards to older people, there are clear links to the CIAs in relation to disability and (to a lesser extent) women.

#### **Next step:**

A joint discussion between the relevant Heads of Service or their nominated representatives on the potential cumulative impact and mitigating actions: Action: Jane Brentor, Barbara Compton, Jon Dyer-Slade and Mike Harris

## Cumulative Impact of Proposals: Young People

Item	Portfolio	Cumulative total in Yr 3 (£'000)	Comments
Reduction in youth support services	CSL9	530	Reduction of six Personal Advisors and 6 Youth Support workers who currently provide informal youth work, information, advice and guidance to young people aged 11+
Reorganisation of services to children, young people and families from across the Directorate	CSL10	703	Limited impact due to all services being refocused. Less vulnerable children, young people and families might experience a reduction in generic services such as information, advice and guidance, youth support.
Prevention services provided by the third and private sector	CSL 11	600	Reduction in the number of contracts with the private and voluntary sectors in line with wider reduction of services to children, young people and families.
Music Service – Reduction in the subsidy for the orchestra, choirs and ensembles for children and young people	CSL13	160	Minimal impact based on assessment of service users' ability to financially contribute to the cost of the service.
Reduced subsidies for some night bus services and bus marshals	E&T44	% of 90	Some services could be withdrawn by bus operators if subsidy is withdrawn. Young people most likely to travel on a night bus and benefit from presence of bus marshals.
Review scope and delivery of Private Sector Service based on statutory provision	HOU 6	54	The proposal to stop support for the accreditation scheme for student properties will have a disproportionate effect on younger people, who are more likely to live in accredited properties. However, discussions are underway with the University on the possibility of funding the SASSH scheme.
Public Toilets Closures in district and city centre	LSCS 8	60	Reduced immediate availability of toilet provision for parents shopping with babies or young children that may require toilet or nappy changing facilities. Reduced immediate availability of specifically designed toilet provision, and reduced provision for those suffering from health conditions that require a consistent and immediate access to toilet facilities.
Undertake a comprehensive review of current community safety activity and related budgets.	LSCS 10	% of 100	Less young people will get early interventions for ASB; less anti-social behaviour contracts in place; in time potential increase in anti-social behaviour The remaining savings have a direct impact on community safety service delivery
Review of the remaining communities service and consolidation with other neighbourhood services combined with a significant scaling back of service.	LSCS 11	% of 98	Reduced capacity to deal with hate crime, harassment and community tension incidents
Grants to voluntary organisations	LSCS 13	% of 450	Impact dependent on final recommendations – appraisal of grant applications currently underway and IAs will be completed on the recommendations to Cabinet in new year.

### Cumulative Impact of Proposals on Young People:

1. The proposals above could have a significant impact on young people in the City and as a result on outcomes for Southampton. The proposed reduction in preventative services, both universal ( music and youth services), and targeted (substance misuse, educational welfare, etc) will result in fewer services that are intended to prevent young people, particularly those identified as being at risk, from experiencing poor outcomes.
2. A reduction in early intervention and preventative services could impact on services that work towards achieving positive outcomes for young people in the areas of NEETs, offending and re-offending, being a victim of crime (night bus, bus marshals, community safety funding), absence from school and exclusion, substance misuse and mental health problems. However as the moves is towards more targeting, vulnerable young people such as NEETs will continue to be a priority. Further analysis is needed when detailed implementation plans assess the impact.

**Mitigation**

3. Geographically mapping the cumulative impact of services to identify the potential impact on specific locations in Southampton and considering ways of minimising the impact
4. Refocus prevention services delivered by the local authority to provide support to those vulnerable children, young people and families.
5. Signposting to alternative services available
6. Undertaking assessments of individual service users as services are withdrawn to identify if an individual has specific needs
7. Consider what alternative provision could be provided through the Big Society agenda – Increase volunteering
8. Monitor outcomes in key areas to assess the impact of proposals and take actions as necessary.
9. Discussions are underway with the University on the possibility of funding the SASSH scheme.

**Other Factors to Consider:**

10. The cumulative impact of these proposals needs to be considered alongside other factors that may impact on young people in Southampton. These include:
  11. National changes to public services and welfare benefits
  12. Southampton City Council budget saving proposals relating to race and ethnicity, disabled people and gender.
  13. Budget proposals of partner organisations in Southampton. These include Hampshire Constabulary, Southampton PCT, the Probation Service, Job Centre Plus, and schools.

**Next step:**

A joint discussion between the relevant Heads of Service or their nominated representatives on the potential impact and any mitigating action

Action: Alison Alexander, Jon Dyer-Slade, Mike Harris and Barbara Compton

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## Cumulative Impact Assessment Disability

This cumulative impact assessment needs to be read in conjunction with the IMPACT ASSESSMENT SUMMARY FOR 2011/12 BUDGET PROPOSALS which provides more detail of individual proposals and the actions that will be taken to mitigate their effects.

Item	Portfolio	total in 2011/12 (£'000)	Comments
Virtual health and social care ward to provide crisis and emergency support	ASCH2	100	This will have a positive affect on older people enabling them to stay in their own home rather than be admitted to hospital during crisis periods. A higher proportion of 85s are expected to need the service but not disproportionately so.
Reduction in Day Care Services	ASCH9	400	Review of contracted day services to reflect Fair Access to Care activity and increasing take up of Self Directed Support. Will affect people with mental health issues and alcohol problems.
Review of Meals on Wheels (MoW) provision	ASCH12	45	Around 90% of those receiving MoW are aged 65 and over. The majority are disabled or have age related frailty.
Non statutory voluntary sector services funding.	ASCH14	% of 776	Many of these services are specifically targeted at older people.  Reducing access to mental health services generally will impact on a <u>disability</u> group who are known to experience prejudice and stigma from the general public. Some service provision targets people who are particularly vulnerable (Mayfield nursery) and it would be difficult to provide alternative provision.
Cease provision of later years service and support to partnership. This includes support for the third age centre.	ASCH16	239	This budget is for services and projects that are specifically targeted at older people and provide support and advice. This may impact on people with disabilities relating to old age though not universally the case.
Reorganisation of services to children, young people and families from across the Directorate	CSL 10	703	Limited impact due to all services being refocused. Less vulnerable children, young people and families might experience a reduction in generic services such as information, advice and guidance, youth support.
Prevention services provided by the third and private sector	CSL 11	600	Impact will be on vulnerable people, children, young people and families.
Reduction in bus subsidies affecting the 8/8A service, dial-a-ride, night bus marshals, the no 5 Sunday service, some city night buses and the no 7A service	E&T 44	90	Dial-a-ride is often used by older, more frail members of society, and those who are unable to use buses so a reduction could lead to some restrictions in travel. The proposals to Dial A Ride are not a reduction in service as they reflect a reduced demand and hence a reduced need for buses.
Itchen Bridge – reduction of toll concessions for disabled users	E & T 51	25	Many people with disabilities rely on the care for transport and do not have the option of public transport. However the impact is considered negligible. (Northam Bridge alternative route also available though not as convenient).
Implementation of 3 year library strategy	LCH 5	% of 246	Reduction in variety of materials would affect people with a visual impairment e.g. reduction in audio books and large print.
Public Toilets Closures in district and city centre	LSCS8	60	Any reduction in accessibility and convenience of public toilet provision will disproportionately affect older people, children and those with young families. Also those with health conditions that require immediate access to toilet facilities. Alternatives are being explored in identified areas.
Major review of remaining service and consolidation with other services and scaling back – communities team.	LSCS11	% of 98	There is the potential reduction in support for hate crime and harassment (including incidents against disabled people) and community tensions.
Review scope and delivery of Private Sector Housing Service on the basis of statutory provision	HOU 6	% of 54	Reductions in Fuel Poverty work would hit older people as would support to improve the quality of private sector housing. This could lead to additional health implications.
Impact as a result of reduction to grants and contracts in the voluntary sector	LSCS 13	% of 450	Impact dependent on final recommendations – appraisal of grant applications currently underway and IAs will be completed on the recommendations to Cabinet in new year.

## **Cumulative Impact of Proposals on Disabled People:**

### Background

1. The Council has a duty under the Equality Act 2010 (in force from 1st October 2010) not to discriminate against any person on the basis of a protected characteristic (such as disability). This includes discrimination by way of less favourable treatment (direct discrimination) or by introducing a rule, policy or practice that applies to everyone but particularly disadvantages people who have a protected characteristic (indirect discrimination). Direct discrimination will always be unlawful. Indirect discrimination will not be unlawful if it can be justified, i.e. it can be shown that the rule, policy or practice was intended to meet a legitimate objective in a fair, balanced and reasonable way.
2. In considering whether or not any indirect discrimination is justified, the council must consider whether or not there is any other way to meet their objective that is not discriminatory or is less likely to disadvantage those with protected characteristics. This may well mean setting out clearly whether or not consideration has been given to other ways of achieving these savings (such as raising charges across the board, cutting other services).
3. While the general equality duty is not currently in force, the relevant duties from previous legislation are 'held over' and the Council still therefore must show that it has 'had regard' to the impact of its decision on its equality duties and the need to advance equality of opportunity between people who have protected characteristics and those who do not.

### Access / Transport

4. A number of the proposals identified in the table impact on the ability of disabled people to travel and access services. The proposals to remove concessions to cross the Itchen Bridge for approximately 2,500 people increase costs for disabled people, many of whom are on low incomes. This needs to be considered alongside the proposal to remove an alternative to driving into the City for disabled people, dial-a-ride, and the potential impact of expected reduction in the council's grants budget on the City Shopmobility service. However, the proposals to Dial A Ride are not a reduction in service as they reflect a reduced demand and hence a reduced need for buses.
5. When considering these proposals collectively it could represent a significant negative impact for disabled people, particularly for the relatively small number who will feel the impact of all the above proposals. It could lead to some disabled people to withdraw from community involvement, engagement and activity due to access issues and could choose not to spend in the city due to transport and access issues.
6. The savings proposals also have some potential to affect other council activities and funding. For example, some disabled people may be eligible for social care services and by introducing or increasing charges they may have less disposable income available to contribute to care packages. This may mean there could be a need to factor a percentage reduction of loss of income in to another part of the council's business. The potential increased social isolation could also have health and cost implications for the City Council and other public sector organisations.

### Mitigation

7. Other alternative accessible transport options could be reviewed as part of the engagement process, but this could be difficult given the need for specially adapted vehicles.
8. If the grant for City Shopmobility is withdrawn there is the opportunity to influence the service provided by West Quay Shopmobility.
9. Publicity to explain the rationale behind the proposals.

### **Mental Health**

10. Overall reduction in alcohol and mental health service levels will reduce ability to respond to a range of diversity issues. People with serious alcohol problems often develop long term health conditions and limiting access to services as early as possible (e.g. through the Day Centre) may increase the likelihood of people developing more serious problems. Some service provision targets people who are particularly vulnerable (Day Centre, Heavy Drinkers Unit) or who have a variety of problems and act as a gateway to other services. Services for people with alcohol problems are limited so any further reduction will have additional impact. Closure of the Day Centre will remove a gateway to services for a hard to reach group and it is likely that many will not access a service at all.

### Mitigation

11. Those with eligible needs will be offered a personal budget and supported to secure appropriate solutions that meet their needs in culturally and age appropriate ways.
12. Community Mental Health teams will pick up people with serious problems/risk – though this will impact on other services and budgets
13. Assessments will be undertaken on people accessing services which are too close to identify on-going need – though this may reduce savings achieved
14. Revisions to the Homelessness grant and the refocusing of the priorities of the Street Homelessness Prevention Team present opportunities to take mitigating action relating to the impact on street drinkers.

### **Other Factors to Consider:**

15. This assessment needs to be read alongside the assessments for age.
16. The cumulative impact of these proposals needs to be considered alongside other factors that may impact on disabled people in Southampton. These include:
  - National changes to welfare benefits
  - Budget saving proposals relating to older people - Older disabled people could be impacted upon by these proposals in addition to the ones identified above.

### **Next step:**

A joint discussion between the relevant Heads of Service or their nominated representatives on the potential impact and any mitigating action

Action: Jane Brentor, Stephanie Ramsey, Mick Bishop, Paul Nichols, and Alison Alexander

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## Cumulative Impact Assessment: Gender

This cumulative impact assessment needs to be read in conjunction with the IMPACT ASSESSMENT SUMMARY FOR 2011/12 BUDGET PROPOSALS which provides more detail of individual proposals and the actions that will be taken to mitigate their effects.

Item	Portfolio	Total in 2011/12 (£'000)	Comment
Contract efficiencies	ASCH 1	% of 565	As the majority of care workers are low paid and women, providers decisions about managing delivery of a 0% inflation increase will have an impact on wage levels, with the greatest impact on women.
Review of contracted Day Care Services	ASCH 9	% of 400	Overall reduction in alcohol and mental health service levels will reduce ability to respond to women accessing mental health services who sometimes prefer to specify the gender of their key worker.
Meals on Wheels Service	ASCH 12	% of 45	Almost all customers of meals on wheels are over 65. The majority of customers are either disabled or have age related frailty. There are a higher number of female customers as females tend to live longer.
Review the level of funding for voluntary organisations where service is non statutory	ASCH 14	% of 776	Overall reduction in services would also limit access to women accessing mental health services who feel that they may be particularly vulnerable in mixed settings. People from some religions and faith communities prefer to access gender specific services. Some voluntary provision includes women only services. Reduction in voluntary sector contracts will remove this provision.
Strategic Development - Cease Later Years Service	ASCH 16	% of 239	No statutory requirement for this includes team and financial support to Third Age Centre including the Suhana Project. Partnerships - Southampton Partnership and the Later Years Partnership
School purchasing behaviour support services	CSL 6	% of 175	A smaller service with less capacity - more of the service users are boys than girls.
Reorganisation of services to children, young people and families from across the Directorate	CSL 10	% of 703	Risk of less progress in tackling differential outcomes for boys and girls in attainment.
Grants to voluntary organisations	LSCS 13	% of 450	Impact dependent on final recommendations – appraisal of grant applications currently underway and IAs will be completed on the recommendations to Cabinet in new year.

### **Cumulative Impact of budget proposals on gender**

#### Background

- The Equality Act came into force on Friday, 1 October 2010. The Act consolidates, harmonises and expands upon existing discrimination law. It provides a new cross-cutting and unifying legislative framework that applies to discrimination, harassment and victimisation on grounds of disability, gender and race, and six other characteristics: age, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, and sexual orientation. This is to:
  - protect the rights of individuals and advance equality of opportunity for all;
  - update, simplify and strengthen the previous legislation;
  - deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

#### Demographics

- Southampton city's gender split of the working age population (between 16-64 years old) is fairly evenly proportioned between men and women, with most recent estimates showing there are slightly more men (51.43%) than women (48.56%). This gap is closing with the younger population (0-15 year olds) made up of 50.49% boys and 49.56% of girls. These proportions are dramatically reversed however within the older population (65+), with the trend of an ageing population, women's average life expectancy of 82.1 years old being much higher than

men's (average 75.6 year's old). In reality, this means that the eldest 6-10% of the population have a much higher proportion of women than men and is likely to continue to rise for the foreseeable future.

3. There are limited direct cumulative impacts of service reduction on the women of Southampton as proposals are more individual in their nature.

#### Possible impacts include

4. Safety: The reduction of the night time transport services such as fewer night bus marshals, impact of reduction in grants budgets and community safety review may have an impact on supporting women experiencing domestic violence and reduced community safety services in the voluntary sector may decrease women's perception of safety in the city.
5. Older women: A large proportion of proposed health cuts are likely to impact on the elderly population. The higher proportion of older women than men in later years is supported by the fact that adult social care female clients over 65 are more than double of men. Therefore the majority of cuts to health services such as, Day Care, meals on wheels and ceasing of Later Years team and partnership are likely to have a greater impact on elderly women than men. Women accessing mental health services can be particularly vulnerable in mixed settings.
6. Supporting families: There are also some services that are more likely to be accessed by women than men either in their continued traditional position as primary carers for children or that they are carers for others although this needs further investigation. There are a number of prevention and inclusion budget cuts proposed such as family support workers, education welfare and educational psychologists for example that may potentially have a greater negative impact on women through their access to these services and the impact on a particular child, other siblings or a cared for adult. Third and private sector contracts for prevention may to be reduced which will have further negative impact on women with families or dependents.

#### Mitigation:

7. Monitoring and analysis to identify if trends signify if there is greater usage of the services by women and any likely impact. Consultation has already taken place with social care users and anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need. Any user or carer of day services currently who considers they will be adversely affected will be assessed and support provided where eligible need is found to exist
8. The majority of hospital admissions are people over 65, with a disproportional number of people over 85 (and therefore also disproportionately more women). Most patients prefer to be at home if they do not need acute hospital care and will be more able to make their long term decisions about care in a known setting with maximum independence.
9. Ensure that the city wide single comprehensive needs assessment considers the particular gender related needs are identified and supported within the GP Consortia commissioning
10. Consider and encourage alternative options for delivery of these services such as shared services, pooled budgets or voluntary sector delivery.
11. Use communication campaign to support a safer women campaign and raise awareness of where support available for women at risk and initiatives such as car/taxi sharing. Alternative routes and timetables are available but need to highlight that safety is paramount.
12. Raise key issues for women, especially later years, at Safe City Partnership, Children's Trust and Health and Well Being Partnership. The continued arrangement for an older people's champion will maintain the profile of older people's needs.
13. Almost all customers of meals on wheels are over 65. If the customer wishes to withdraw from the service due to the increased cost, a care management review will be implemented and alternative care arrangements put in place if an eligible care need is identified as a result of the service change.
14. Undertake an analysis with partners to consider the long-term cost implications of reduced preventative work for public services given the greater life expectancy of women.

#### **Next step:**

15. A joint discussion between the relevant Heads of Service or their nominated representatives on the potential cumulative impact and mitigating actions: Action: Jane Brentor, Alison Alexander and Jon Dyer-Slade

## Cumulative Impact Assessment - Race, Ethnicity and Religion

This cumulative impact assessment needs to be read in conjunction with the IMPACT ASSESSMENT SUMMARY FOR 2011/12 BUDGET PROPOSALS which provides more detail of individual proposals and the actions that will be taken to mitigate their effects.

Item	Portfolio	Cumulative total in Yr 3 (£'000)	Comment
Review of contracted Day Care services	ASCH9	% of 400	People from BME Communities may be less likely to access these services. However all people with Fair Access to Care assessments will receive a personal budget and be able to find alternative BME sensitive solution to meet their needs.  People with particular religious beliefs prefer to be gender specific in their access requirements.
Review the level of funding for voluntary organisations where service is non statutory.	ASCH 14	% of 776	Overall reduction in Mental Health services would limit access to services for people from BME communities and those who face multiple discrimination are more likely to access voluntary sector specialist Mental Health services and accessing mainstream activities is not always an option due to stigma.
Cease provision of Later Years Service and support to Later Years Partnership	ASCH 16	% of 239	This budget helps fund the Third Age Centre, including the Suhana Asian Elders Drop in Centre. The Suhana Centre provides services to people from Asian communities and from specific religious beliefs.
Reorganisation of services to children, young people and families from across the Directorate	CSL10	703	Limited impact due to all services being refocused. Less vulnerable children, young people and families might experience a reduction in generic services such as information, advice and guidance, youth support.
Review scope and delivery of Private Sector Housing Service based on statutory responsibilities	HOU 6	% of 54	Although evidence shows that people from BME communities are more likely to live in unsafe private housing, these people will be able to continue to access statutory services. Landlords from BME Communities access the landlord liaison services but stopping these services is not considered to have a disproportionate effect on people from BME communities.
Review of the remaining communities service and consolidation with other neighbourhood services combined with a significant scaling back of service.	LSCS 11	% of 98	Reduced capacity to deal with hate crime, harassment and community tension incidents.
Reduction in the amount of grant provision available.	LS&CS 13	% of 450	Impact is dependent on the final recommendations – appraisal of grant applications is currently underway and impact assessments will need to be completed on the recommendations to Cabinet in the New Year.

### **Cumulative Impact of Proposals on Black and Minority Ethnic Communities:**

#### Background

- The Equality Act came into force on 1 October 2010. The Act consolidates, harmonises and expands upon existing discrimination law. It provides a new cross-cutting and unifying legislative framework that applies to discrimination, harassment and victimisation on grounds of disability, gender and race, and six other characteristics: age, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, and sexual orientation. This is to:
  - protect the rights of individuals and advance equality of opportunity for all;
  - update, simplify and strengthen the previous legislation;
  - deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

## Demographics

2. The BME community represented 7.6% of the overall population of Southampton according to the 2001 Census. The most recent estimates (2007) indicate that the BME community has increased and now represents 11.9% of the population of Southampton. This is 27,600 people. There are a small number of proposals that would directly impact on BME communities in Southampton. Many of the proposals that will impact on the BME community, if approved, would also have a negative impact on a range of people from other communities across Southampton. These proposals would impact on young and old alike from BME communities impacting on areas as diverse as health, education and culture.

## Areas of significance

### **Voluntary Sector Funding**

3. Evidence contained within an Integrated Impact Assessment identifies that people from BME communities are more likely to access voluntary sector provision. There is local evidence to demonstrate problems with people accessing statutory services. Therefore, the cumulative impact of reducing funding for the voluntary and community sector could be more significant for BME communities.

### **Other Factors to Consider:**

4. The cumulative impact of these proposals needs to be considered alongside other factors that may impact on BME communities in Southampton. These include:
  - National changes to public services and welfare benefits
  - Southampton City Council budget saving proposals relating to older people, disabled people and young people
  - Final recommendations on budget savings proposals that reduce services/grants to voluntary organisations that are delivered to communities within wards where there is a high BME population. In the 2001 Census the wards with the highest BME populations were Bevois (30.3%) and Bargate (11.9%).
  - Detailed implementation plans for the budget proposals in CSL and ASCH when a more detailed analysis of the impact of reductions is known.

### **Next step:**

A joint discussion between the relevant Heads of Service or their nominated representatives on the potential impact and any mitigating action

Action: Jane Brentor, Stephanie Ramsey, Paul Nugent, Alison Alexander and Jon Dyer-Slade



## IMPACT ASSESSMENT SUMMARY FOR 2011/12 BUDGET PROPOSALS

### Impact Assessment Summary

	Portfolio ref	Description of item	Impact/ issues	£ in 2011/12 ('000)	Head of Division	Potential impact	Mitigating action
1.	ASCH 1	Contract Efficiencies	Saving to be made through building in an efficiency target within the 11/12 inflation increase to all providers of both care and advice services. Dependant on the care type the level of saving could be between 1% and 2.5%. This also includes savings from the LD Framework contract for Residential care increased from the 2010/11 target.	565	Stephanie Ramsey	<b>Gender and Poverty:</b> Current levels of service delivery options to meet eligible need will be maintained, given reduction in available national resource level and maintaining jobs within the local economy. Other social care local authorities are also doing the same to enable the balance in the market to be maintained. The Government has alerted all public sector financed provision to prepare for reductions and this has enabled providers to anticipate and plan for cost reductions. The workforce within Adults Social Care provision in the City is mainly female and therefore it is possible that provider decisions about managing delivery of a 0% inflation may have an effect on wages through no increases.	In mitigation the individual businesses will be consulted and any other service developments will be shared with them to encourage tender applications without jeopardising commercial sensitivity. Information has already been shared with many agencies, including many domiciliary care agencies, to enable preparation for the potential impacts from staff and others. Our care management and quality standards set baseline levels of care and support to be provided, this provides a level of guarantee regarding quality of provision.
2.	ASCH2	Adult Disability Care Services	Set up a comprehensive health and social care provision, (Virtual Ward) to provide crisis and emergency support to people who would otherwise require hospitalisation.	100	Jane Brentor	<b>Age and Disability:</b> This will have a positive effect on older people enabling them to stay in their own home rather than be admitted. There will be a higher proportion of over 85s needing this service although this is not anticipated to be a disproportionately higher number. The council has been consistent in having zero delays to discharge and it is anticipated that this will be maintained.	The mitigation will be through the expansion of the reablement service to enable all assessed users to benefit from the services.
3.	ASCH 9	Review of contracted Day Care services	A review of quantity of Day Care contracted to reflect Fair Access to Care activity and increasing take up of Self Directed Support.	400	Stephanie Ramsey	<b>Gender, Age, Disability and Race:</b> Overall reduction in alcohol and mental health service levels will reduce ability to respond to a range of diversity issues: <ul style="list-style-type: none"> <li>• <u>Women</u> accessing mental health services sometimes prefer to specify the gender of their key worker and the ability to respond to this is considered best practice.</li> <li>• People from <u>BME</u> communities may be less likely to access these services. However, all people with FACS eligible needs will receive a personal budget and be able to find alternative BME sensitive solutions to meet their needs .</li> <li>• People with particular <u>religious beliefs</u> prefer to be gender specific in their access requirements.</li> <li>• Some services – the Day centre and Heavy Drinkers Unit have traditionally offered services to <u>older drinkers</u> who do not access other services</li> <li>• People with <u>serious alcohol problems</u> often develop long term health conditions and social issues. Limiting access to services as early as possible (e.g. through the Day Centre) may increase the likelihood of people developing more serious problems and requiring more intensive/expensive support. Some service provision targets people who are particularly vulnerable (Day Centre, Heavy Drinkers Unit) or who have a variety of problems and act as a gateway to other services. Services for people with alcohol problems are limited so any further reduction will have additional impact. Closure of the Day Centre Services will remove a gateway to services for a hard to reach group and it is likely that many will not access a service at all.</li> </ul>	<p>Joint work with the police and other agencies may be able to reduce some impact, subject to resources being available for this level of public nuisance. People with serious/chronic problems would need to be picked up by Health and Social Care teams – though this would have impact on other resources and budgets. Services will continue to try and respond to requests but compliance may have to be based on need and risk levels.</p> <p>Revisions to the Homelessness grant and the refocusing of the priorities of the Street Homelessness Prevention Team present opportunities to take mitigating action relating to the impact on street drinkers.</p> <p>Those with eligible needs will be offered a personal budget and supported to secure appropriate solutions that meet their needs in culturally and age appropriate ways.</p> <p>People with serious &amp; chronic problems will continue to be able to access assessment and those with FACS eligible needs will have them met but responses to those not deemed eligible will be a partnership approach based upon need and risk levels</p> <p>Any changes that result in either a specific reduction or the reprovision of current services through an offer of an alternative will need (be) monitoring during the first year of implementation to establish whether there have been any particular changes in the profile of demand. For all existing and potential users of Local authority social care services, assessments can be requested as a service regardless of whether an individual has eligible needs .</p> <p>Any user or carer of services currently who considers they</p>

## IMPACT ASSESSMENT SUMMARY FOR 2011/12 BUDGET PROPOSALS

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							<p>will be adversely affected will be assessed and support provided where eligible need is found to exist.</p> <p>The council is undertaking an advice and information service review and this impact will be considered within that review.</p> <p>Providers will be advised of alternative service developments where this is commercially possible (as these become available).</p> <p>Information on the government's Transition Fund has already been made available to the voluntary sector.</p>
4.	ASCH 12	Review of Meals on Wheels service.	Review options for the provision of meals service including making the services self funding and/or transfer to City Catering. There will be an increase in the charge per meal. There are currently 600 service users this will affect.	45	Jane Brentor	<b>Age, Gender and Disability:</b> Almost all customers of meals on wheels are over 65. The majority of customers are either disabled or have age related frailty. There are a higher number of female customers as females tend to live longer.	Any individuals withdrawing because of cost will be offered an assessment which will cover both MCA and DOLS and those with eligible needs will benefit from a service offer and those not offered a service will be able to receive advice and information about alternatives to the existing MOW services.
5.	ASCH 14	Review the level of funding for voluntary organisations where service is non statutory.	All voluntary sector contracts which are identified as providing non statutory preventative services are included and will be ended. The loss of these services will impact on later costs where early intervention would have reduced service need.	776	Stephanie Ramsey	<p><b>Gender, Age, Disability and Race:</b> Anyone with eligible needs will be able to access advocacy and support as part of the personalisation process. It is the general advocacy services either providing duplicated services or not linked or providing support to those not meeting eligibility criteria that may be reduced or withdrawn.</p> <p>Specialist Mental Health services (both statutory and voluntary) can provide a safe environment for people who face multiple discrimination. Overall reduction in services would limit access to services:</p> <ul style="list-style-type: none"> <li>• <u>Women</u> accessing mental health services can be particularly vulnerable in mixed settings. People from some religious and faith communities prefer to access gender specific services. Some voluntary sector provision includes women only services – reduction in voluntary sector contracts will remove this provision.</li> <li>• People from <u>BME</u> communities and those who face <u>multiple discrimination</u> are more likely to access voluntary sector specialist Mental Health services and accessing mainstream activities is not always an option due to stigma.</li> <li>• Reducing access to mental health services generally will impact on a <u>disability</u> group who are known to experience prejudice and stigma from the general public. Some service provision targets people who are particularly vulnerable (Mayfield nursery) and it would be difficult to provide alternative provision.</li> </ul> <p>A significant proportion of the people receiving day care services under consideration are physically disabled or vulnerable</p>	<p>Individual organisations can apply for grant support to continue with their services , they can advertise and publicise their services so that users who have FACs eligible need and consequent personal budgets can buy their services from them as organisations.</p> <p>Use of personal Budgets to provide services in a different way – dependent on people meeting eligibility criteria and under pinning services Community Mental Health teams will pick up people with serious problems/risk – though this will impact on other services and budgets Assessments will be undertaken on people accessing services which are to close to identify on-going need – though this may reduce savings achieved</p>
6.	ASCH 16	Cease provision of Later Years Service and support to Later Years Partnership	There is no statutory requirement for this work. This saving will impact 100% on the Councils Later Years team and the financial support provided to the Third Age Centre including the Suhana Project.	239	Stephanie Ramsey	<b>Age and Race:</b> The Suhana Centre provides services to people from <u>Asian</u> communities and from specific religious beliefs. Most of the users of the Suhana Centre are older people. It is proposed that the service could be self managing but the impact	As part of the consultation, advice will be given about access to alternative funding where appropriate. It is expected that if the service can become self managing, these religious beliefs can continue to be supported. The

## IMPACT ASSESSMENT SUMMARY FOR 2011/12 BUDGET PROPOSALS

	Portfolio ref	Description of item	Impact/ issues	£ in 2011/12 ('000)	Head of Division	Potential impact	Mitigating action
						of no Council funding is likely to be negative. The support provided to the Later Years Partnership is specifically to promote the profile of older people. As the work of the Later Years Partnership is focused on older people, it is possible that the work of the Partnership and the Suhana Centre may impact on people with physical disabilities related to older age although this is not universally the case.	continued arrangement for an older people's champion will maintain the profile of older people's needs. Where disability causes people to have an eligible need for social care they will be entitled to support in identifying how that care can be met.
7.	CSL 5	Restructure of Infrastructure Division	Amalgamation of four teams within the Infrastructure Division to create a new structure to best support the development of the Children's Services estate, in the light of the cancellation of BSF and the school expansion required due to the increase in school aged children forecast over the next ten years	150	Karl Limbert	<b>None:</b> No identified negative or positive consequence for service users.	<b>Not applicable</b>
8.	CSL 6	School purchasing behaviour support services	School Behaviour Support Team to be funded from charges for work done with children on schools' behalf. Schools will have a choice about whether to buy the service. Low take up would result in redundancies in the team.	175	Alison Alexander	<b>Gender:</b> A smaller service with less capacity could impact on the number of interventions delivered to young boys - as more service users are boys.	A business unit has been developed and schools will be able to purchase the service level they require.
9.	CSL 9	Youth Support	Data and performance-led targeting of youth resource to allow a reduction of 25% in the numbers of Personal Advisors and Youth Support Workers currently providing informal youth work, information, advice and guidance, and reduction of service where underused or unused.	530	Alison Alexander	<b>Age:</b> Fewer young people receiving generic youth services.	Refocused service targeting vulnerable young people.
10.	CSL 10	Reorganisation of services to children, young people and families from across the Directorate	Reduction and realignment in the number of locality teams from three to two plus other services. This will minimise management, overheads and admin as a result of moving from three to two localities and merging other functions such as training with the broader Directorate budget. A reduction in practitioner posts including Youth Support Workers, Family Support Workers, Personal Advisors and Specialist Support workers.	703	Alison Alexander	<b>Age, Gender, Race and Disability:</b> limited impact due to all services being refocused. Less vulnerable children, young people and families might experience a reduction in generic services such as information, advice and guidance, youth support.	Service will be more focussed to respond to vulnerable children, young people and families.
11.	CSL 11	Prevention services provided by the third and private sector	Realign service provision into two multi-disciplinary locality teams as opposed to three, minimising management, services and supplies, administration and workforce development. In addition there will be a minimal reduction in practitioner posts including Youth Support Workers, Family Support Workers, Specialist Support workers and Inclusion workers.	600	Alison Alexander	<b>Age, Gender, Race and Disability:</b> Impact will be on vulnerable children, young people and families.	Refocus prevention services delivered by the local authority to provide support to those vulnerable children, young people and families. Contract reduction has been focused on areas of low usage or service which anticipated funding reductions.
12.	CSL 13	Revision of funding arrangements for city orchestras, choirs and bands currently run by the Music Service	Reduction in staffing and in services and supplies. The establishment of a Southampton Music Trust led by an external partner is also being explored in detail.	160	Paul Nugent	Minimal impact based on assessment of service users' ability to financially contribute to the cost of the service.	Seeking new sources of external income and sponsorship to minimise additional cost to vulnerable children and young people.
13.	CSL New	Reduction in Commissioning team	Reduction in Commissioning team in line with streamlining of business need	56	Alison Alexander	<b>No impact assessed</b>	<b>Not applicable</b>
14.	E&T 33	Increased burial fees	Increase of 6.6% in burial fees will increase the cost above the average.	45	Liz Marsh	<b>Poverty:</b> Potential negative impact in that raising the burial fees will increase the financial burden on the deceased's estate or the relatives of the deceased.	The Council will provide a welfare funeral for people who die without relatives or an estate.
15.	E&T 44	Reduction in bus subsidies affecting the 8/8A service,	Some services could be withdrawn by the bus operators if they will not operate the services without	90	Paul Nichols	<b>Age, Disability and Safety:</b> Dial-a-ride is often used by older more frail members of society, by people who are unable to use	Alternative bus services are available for some or a change of buses may be necessary to complete the

## IMPACT ASSESSMENT SUMMARY FOR 2011/12 BUDGET PROPOSALS

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		dial-a-ride, night bus marshals, the no 5 Sunday service, some city night buses and the no 7A service	a subsidy. The capacity of dial-a ride is reduced, following recent declines in patronage.			conventional buses and Night buses and marshals assist in dispersal from the city centre at night which contributes to community safety. However, the reduction in Dial-a-ride reflects reduced demand and the reduction in Bus Marshalls will not affect the Night Bus services. .	journey. A service would still be available and some users may need to be more flexible on their journey time or share the minibus. Night buses allow people to leave the city centre safely at night and the provision of marshals at stops help with safe boarding – users could share taxis to limit the cost increase compared to the bus fare.
16.	E&T 51	Removal of concessions for disabled drivers using the Itchen Bridge	Introduces a one toll for all approach	25	Mick Bishop	<b>Disability:</b> Many people with disabilities rely on their car for transport and do not have the option of public transport. However, the impact is considered negligible (Northam Bridge alternative route is also possible, though not as convenient).	This will bring the council in line with standard practice in other areas as many local authorities do not provide concessions for tolls for these groups.
17.	E&T 58	Reduction in customer engagement, education and awareness work, including support for residents, schools and behaviour changes initiatives.	Reduced provision of information to residents on contamination of recycling bins, support for increasing participation in recycling and contributions to community events or national campaigns.	67	Andrew Trayer	Some reduction in the level of support provided to residents on how to recycle and reduce waste contamination with the loss of staff resource in this area.	Other forms of targeted communication and information will be provided instead.
18.	E&T 59	Charging for green waste collection service	Probable adverse customer reaction to charges with reductions in the use of the new service. Recycling rate could decrease and green waste could end up in residual waste stream.	30	Andrew Trayer	Introducing a cost for the green waste service may adversely affect those on lower incomes.	Many authorities charge for green waste collection and this will contribute towards the costs of the service. The provision of a wheeled bin will enable more green waste to be recycled. For those who cannot afford to recycle green waste, can place it in the residual waste wheeled bin.
19.	E&T 60	Reduction in the amount of DIY waste that is allowed to be disposed off at the Civic Amenity site.	Cap on the amount of DIY waste that can be disposed of at the Civic Amenity site. Residents with large amounts of DIY waste for disposal will be helped with information on alternative methods of disposal. Possible adverse publicity and increases in fly tipping	10	Andrew Trayer	Should assist in reducing residual waste disposal costs.	Monitor any adverse impacts on flytipping and in there are any adverse effects, consider mitigating action.
20.	HOU 2	Introduction of charges to Housing Associations for Housing Register / nominations	Aim to fully recover costs from Housing Associations. Proposal also to be discussed on a PUSH wide basis	25	Barbara Compton	<b>Age and Disability:</b> If landlords are charged to go on the housing register they may advertise elsewhere. Older people and those with disabilities rely more on the council's housing register (Homebid) and it therefore may be difficult for these groups to access the full range of housing available to them.	Partnership working with partner RSLs
21.	HOU 6	Review scope and delivery of Private Sector Housing Service based on statutory responsibilities	Removing all non statutory functions	54	Barbara Compton	<b>Race, Age and Disability:</b> No evidence that this will have a negative impact. Although evidence shows that people from BME communities and older people are more likely to live in unsafe private housing, these people will be able to continue to access statutory services. Landlords from BME Communities access the landlord liaison services but stopping these services is not considered to have a disproportionate effect on people from BME communities. Evidence contained in the Private Sector Stock Condition Survey carried out by the Council in 2008 (sample survey in which 1,500 private homes were surveyed and data collected on socio economic characteristics of occupiers).  Fuel Poverty work is targeted at older and vulnerable people and the accreditation scheme for student properties impacts on younger people. There may be an increase in properties in poor condition in the City which tend to be targeted by crime and anti-social behaviour. Fuel poverty and poor housing can impact on health and well being.	Ethnicity of service users and landlords will continue to be monitored and assessed against data on ethnicity in Southampton's communities to ensure there are no unforeseen negative impacts. Work to promote assistance in communities that have a lower than expected take up of services will continue.  The adaptations programme will be maintained, so older and disabled people on low incomes living in private homes will be able to access financial support for carrying out essential adaptations. The service has a robust prioritisation scheme in place for all new service requests which ensures that those in greatest need receive a swift and effective response. This will mitigate against the negative impact, as older people are most likely to be vulnerable for the particular hazard under investigation (e.g. excess cold), which means that they will be treated as a priority case. Cases where there is an imminent risk to health & safety will continue to be dealt with the same day (Mon-Fri).

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							<p>The Council will work with the Universities and other stakeholders to develop a suitable alternative to the accreditation scheme for student properties that can be sustained without support from the Council. This is likely to involve increased self-regulation by responsible landlords and letting agents.</p> <p>Capacity will be maintained to bid for external funding to tackle fuel poverty and vulnerable customers will be signposted to external support where possible.</p> <p>Continue to work with the Police and other crime prevention advice and ensure entry by intruders hazard is dealt with where the team has a duty to respond to complaints about poor housing conditions.</p>
22.	LCH 5	Implementation of 3 year library strategy	Range of efficiency proposals to reduce time spent on non customer facing work. Changes in methods of working will be deployed, including reviewing non-essential back office and other services	246	Mike Harris	<p><b>Age and Disability:</b> Reduction in variety of materials could affect people with a visual impairment e.g. reduction in audio books and large print many of whom may be older people. Reduction in number of up to date computer for local people studying, doing homework, applying for jobs with no computer facilities at home</p>	<p>Continue to target expenditure on materials most used and/or most requested. Focus on reducing duplicate items so that they will be available within the service, but may need to be requested from other branches in the city. Audio/visual material is experiencing a reduction in demand, opportunities to develop download opportunities from within the service are being investigated.</p> <p>The Library service is developing Wi-Fi opportunities, to reduce demand on the "in-house" PCs. The budget will be retained to replace PCs where heavy demand/usage shows that wear and tear requires earlier replacement. The key issue for customers has been the speed of the lines, rather than the PCs themselves, and the service is seeking to address this separately.</p>
23.	LSCS 2	Review and re-organise the parks & street cleansing management, technical & support activities and undertake an options appraisal for the future delivery of the service.	The parks & street cleansing management, technical & support team functions would see a reduction in staff costs of at least 25%. The proposal also encompasses working with Bereavement Services to integrate the management and delivery of the Cemeteries Service to achieve shared savings for both the Neighbourhood Services and Environment Divisions, however it is anticipated that this saving is in addition to the Environment saving. The full staffing impact of the complete review is not known at this time and the staffing numbers quoted relate to 2011/12 only.	72	Jon Dyer-Slade	<p><b>Cohesion, Safety and H&amp;WB:</b> Reduced capacity to develop and support 'Friends' and volunteer groups and actively engage local communities in the care of their local environment. Reduced capacity to carry out educational, enforcement and campaigning activities to safeguard or improve standards of environmental cleanliness. National research indicates neighbourhoods with low levels of cleanliness suffer from correspondingly higher levels of criminality and ASB ('broken windows' theory). Reduced capacity to promote and develop role of quality green spaces in contributing to community and individual health and well-being</p>	<p>Re-focus work of Park Rangers team on developing and supporting growth of new Friends groups and on developing healthy activities within the city's parks and green spaces, with a particular emphasis on involving users more directly in their ongoing care and maintenance. Continue to engage with existing bodies and further develop existing links with internal and external partners to maximise available capacity. Increase levels of knowledge within remaining members of parks &amp; street cleansing team, and develop individual areas of specialism. Retain a limited provision to buy in specialist advice or knowledge as required. Continue to work closely with other teams with similar objectives to pool resources and expertise and maximise impact of enforcement activities. Further develop existing links with internal and external partners (e.g. NHS, Communities Team, Groundwork Solent) to promote the value of green spaces in improving local indicators of health and well-being.</p>
24.	LSCS 3	Review and re-structure parks & street cleansing 'out of hours' service delivery arrangements and undertake an options appraisal for the future	Reduction in levels of staff overtime working with carefully targeted schedules and resource allocations to focus on maintaining current levels of care and cleanliness in high-demand areas such as the city centre and central parks, and district centres and district parks.	50	Jon Dyer-Slade	<p><b>Safety and Economy:</b> More visible presence in city's public spaces outside of current core working hours contributes to public reassurance and this proposal could have an impact on this. However, the proposals safeguard provision of an adequate and effective street cleansing service in the city centre and district centres outside of core working hours.</p>	<p>Purpose of re-designing present service delivery arrangements is to enshrine a broader and more economic and responsive 'out of hours' parks and street cleansing service within future work schedules and contractual conditions, rather than relying on overtime arrangements currently in place.</p>

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		delivery of the service.					
25.	LSCS 5	Undertake a major cross council review of CCTV to deliver efficiencies and reduce costs	Undertake a major service review to develop options for appraisal in terms of the current CCTV operation and related services. The full staffing impact of the complete review is not known at this time and the staffing numbers quoted relate to 2011/12 only.	36	Jon Dyer-Slade	<b>None:</b> This will impact on one post and will not have any service impact in 2011/12	<b>Not applicable</b>
26.	LSCS 8	Close the Bargate, Kingsland and Woolston public toilets. Secure additional sponsorship to provide a new automatic public toilet to replace existing provision in Bitterne. Explore alternative provision in Portswood & Woolston	There are a number of alternative public toilet providers in the city centre. Communication of alternatives and closure notices will be required, and work will be undertaken with private sector partners to develop a new cost efficient alternative provision within the District Centres	60	Jon Dyer-Slade	<b>Age, Safety and Disability:</b> Reduced immediate availability of toilet provision for more elderly citizens. Among this demographic there is a higher percentage of people who may suffer from a frequent and urgent need for toilet facilities. Reduced immediate availability of toilet provision for parents shopping with babies or young children that may require toilet or nappy changing facilities. Reduced immediate availability of specifically designed toilet provision, and reduced provision for those suffering from health conditions that require a consistent and immediate access to toilet facilities.	Alternative toilet provision already exists in the city centre in West Quay, Marlands and Bargate shopping centres, the Parkafe and Civic Centre. There is a coin-operated Automatic Public Toilet in Pound Street. Work is still ongoing to identify alternative provision in Woolston, Bitterne and Portswood outside of local cafes and public houses. The provision of further Automatic Public Toilets under the arrangement with JC DeCaux is dependent on new advertising sites being identified and receiving Planning approval (15 panels per APT).
27.	LSCS 10	Undertake a comprehensive review of current community safety activity and related budgets.	Undertake a major service review to develop options for appraisal in terms of future Safer Communities operational arrangements including potential further joint working with key partners including the Police, Hampshire Probation, other SCC teams and the Fire and Rescue Service.	100	Jon Dyer-Slade	<b>Age and Safety:</b> Less young people will get early interventions for ASB; less anti-social behaviour contracts in place; in time potential increase in anti-social behaviour The remaining savings have a direct impact on community safety service delivery	Work is already underway to identify alternative routes to support young people within reduced resources and across key partner agencies including the 3 <sup>rd</sup> sector Communications work will shift to the SCC and police corporate communications teams; neighbourhood watch and community engagement will be the role of all Safer Communities staff.
28.	LSCS 11	Review of the remaining communities service and consolidation with other neighbourhood services combined with a significant scaling back of service.	Redirection / reduction in the resources and support available to voluntary sector groups, management of community centres, community cohesion / equalities work and reduced support for resident associations and local community groups.	98	Jon Dyer-Slade	<b>Race, Disability and Age:</b> Reduced capacity to deal with hate crime, harassment and community tension incidents	Continuing the approach of moving towards a coordinating role, maximising input from partners agencies and focus on key tasks. Reshaping the team to ensure the council is able to respond to community tension incidents, while maximising joint working with the Police as well as developing capacity in the voluntary sector.
29.	LSCS 13	Reduction in the amount of grant provision available.	Reductions targeted at the New Projects element of the grants and where funding reductions are proposed to previously funded organisations appropriate consultation and where appropriate notice periods will be required.	450	Jon Dyer-Slade	<b>Potentially Age, Disability, Race and Gender:</b> Impact is dependent on the final recommendations – appraisal of grant applications is currently underway and impact assessments will need to be completed on the recommendations to Cabinet in the New Year.	<b>To be assessed</b>