



SOUTHAMPTON CITY COUNCIL

**Budget Proposals 2013/14
Equality and Safety Impact Assessment**

Draft

20th November 2012

DRAFT

Contents

Equality Impact Assessment.....	3
Introduction	
Legal framework – equalities	
Legal framework - community safety	
City profile	
Cumulative Impact Assessment on:	
Older People.....	6
Children and young people	8
People with disability	12
Race, religion or belief	15
Gender.....	16
Sexual orientation, gender reassignment, marriage & civil partnership and pregnancy & maternity.....	18
Community safety	19
Poverty	22
Appendix 1: Cumulative budget proposals on:	25
Older people.....	26
Children and young people:	29
People with disability	34
Race, religion or belief	38
Gender.....	40
Sexual orientation, gender reassignment, marriage & civil partnership and pregnancy & maternity.....	43
Community safety	44
Poverty	48
Appendix 2: Equality Impact Assessments:	
Adult Services	
Children’s Services	
Communities	
Environment and Transport	
Housing and Leisure	
Resources	

EIA Introduction and Overview

Introduction

1. The City Council, in line with statutory responsibility, undertake Equality Impact Assessments and Community Safety Impact Assessments on all service developments. During the annual budget cycle, assessments are completed for all proposals that are identified as requiring impact assessments to inform decision making.
2. In April 2013 national reforms to welfare benefits will be phased in. Consequently for this budget cycle an assessment against poverty has been undertaken and incorporated into the individual cumulative assessments.
3. This document draws, into one place, the equality and safety assessments for the 2013/14 budget proposals that require them, to inform Cabinet consideration of the proposals on 20 November 2012. Individual cumulative assessments are included in Appendix 1.
4. At this point in the budget cycle this is an incomplete, and thus draft, cumulative assessment because:
 - Assessments are still pending, following further work;
 - Some proposals are dependent on wider service reviews, or policy changes. So the full impact is yet unknown;
 - Calculations on budget percentages remain outstanding;
 - Cumulative impact of staffing can not be completed until all proposals are complete.
5. It is inevitable, with budget proposals seeking to achieve savings in the region of £20m in 2013/14 through efficiencies, raising income and service reductions, that a number of protected groups, as defined under the Equality Act, will be affected. The City Council, working with others, will need to take action to mitigate the collective impact of the proposals on these groups.
6. Analysis of the potential impact of the proposals is ongoing. A final version of the cumulative impact assessment will be available prior to the meeting of Council in February 2013.

Legal Framework – Equalities

7. The Equality Duty, section 149 of the Equality Act, came into effect in April 2011 and places a duty on all public bodies and others carrying out public functions.
8. The Act was designed to ensure public bodies consider the needs of all individuals in their day to day work, including: shaping policy, delivering services, and employment of employees. It requires Public Bodies, such as local council's not to discriminate against any person on the basis of a protected characteristic such as disability. This includes direct and indirect discrimination. Direct discrimination – when a rule, policy, practice offers less favourable treatment to a group, 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, for instance it can be shown that the rule, policy or practice was intended to meet a legitimate objective in a fair, balanced and reasonable way.
9. 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. For instance raising charges across the board, cutting other services etc. The Council must show that it has 'had regard' to the impact of its decision on equality duties and the need to advance equality of opportunity between people who have protected characteristics and those who do not.
10. The new Equality Duty replaced three previous public sector equality duties – for race, disability and gender, and broadened the breadth of protected characteristics to include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership, but only in respect of the requirements to have due regard to the need to eliminate discrimination.
- Pregnancy and maternity
- Race – ethnic or national origins, colour or nationality
- Religion or Belief – including lack of belief
- Gender
- Sexual orientation

11. The Equality Duty does not impose a legal requirement to conduct an Equality Impact Assessment, rather it requires public bodies to demonstrate their consideration of the Equality Duty and the conscious thought of the Equality Duty as part of the process of decision-making. This entails an understanding of the potential effect the organisations activities could have on different people and a record of how decisions were reached. Producing an Equality Impact Assessment **post** decision making is non compliance with the Equality Duty. For this reason the council requires adherence to the existing Impact Assessment framework.

Legal Framework - Community Safety

12. Community Safety is a broad term. It refers to the protection of local communities from the threat and consequence of criminal and anti-social behaviour by achieving reductions in relation to both crime and the fear of crime.

13. Section 17 of the Crime and Disorder Act 1998, as amended by the Police and Justice Act 2006, requires responsible authorities to consider crime and disorder, including antisocial behaviour and other behaviour adversely affecting the local environment; and the misuse of drugs, alcohol and other substances in the exercise of all their duties, activities and decision-making. Meaning consideration must be given to the likely impact on crime and disorder on the development of any policies, strategies and service delivery. This responsibility affects all employees of the council.

14. The Home Office issued guidance that describes the legal responsibility as: *'a general duty on each local authority to take account of the community safety dimension in all of its work. All policies, strategies, plans and budgets will need to be considered from the standpoint of their potential contribution to the reduction of crime and disorder'*.

City profile

15. The cumulative impact assessments must be considered in light of the City's profile, service user and non-user, staffing profiles as well as the proportion of the council's budget that is currently spent on targeted groups or communities, see table 1.

Table 1: Council Budget 2012/13

Portfolio	Budget (m's)	% of Total
Adult Social Care and Health	91.0	22
Children's Services & Learning	83.7	20
Environment and Transport	63.4	15
Housing	16.5	4
Leader's Portfolio	12.9	3
Leisure and Culture	18.5	5
Resources	126.3	31
Total	412.3	100
<i>DSG – Schools</i>	<i>146.5</i>	

16. The city's population profile comprises 235,900 total residents (Mid Year Estimate 2011). Of whom 18.2% are registered as ethnic origin other than White British. The most recent estimates provided by Mid Year Estimate 2009, indicate that Southampton's non-white population accounts for almost 13.1% of the population or 31,000 residents. The largest proportion of this non-white population comes from the Asian or Asian British ethnic group (6.4 %). 14,900 (6.2%) of residents live in one of the City's top five priority areas (LSOAs in the IMD 2010). Children under 16 comprise 41,400 (17.5% of the population), and the working age population aged 16-64 stands at 163,000 (69.2% of the population). The population of Southampton aged over 60 is higher than the children's population at 41,900 (17.8% of the population), of whom 22,800 (9.5% of the population) are aged over 70. Southampton, as a university city has 43,425 students, accounting for 18.1% of the population. The majority of 2011 census data will be published in December 2012 and this section will be updated at that time.
17. Whilst the number of unemployed adults and those claiming key out of work benefits in the city is lower than the national average, 3.1% compared with 3.8%, and 11.5% versus 12.55%, residents do not fare as well when compared to their south east counterparts. On average higher numbers of Southampton residents are unemployed 3.1% versus 2.5%, and on benefits, 11.5% versus 8.8%, than those in the South East. The affect of this is visible in the poverty levels. Southampton having the second highest number of children living in poverty across the south east, 27.5%, see table 2.

Table 2: Unemployment, benefit and poverty	Southampton		South East average	National average
Working age resident population unemployed and claiming Job Seekers Allowance	5,643 (3.3%) (Sept 2011)	5,347 (3.1%) (Sept 2012)	2.5%	3.8% (UK)
Residents aged 16-64 claiming key out-of-work benefits	19,190 (11.3%) (Feb 2011)	19,550 (11.5%) (Feb 2012)	8.8% (Feb 2012)	12.6 % (GB) (Feb 2012)
Workless Households	20,000 12.6% (2011)	2012 figures N/A	14.1% (June 2012)	17.9% (June 2012)
Children in the city living in severe poverty	6,000 (July 2011)	2012 figures N/A	NA	NA
Rate of child poverty and ranking in the South East	26.5% 2 nd highest (2008)	27.5% 2 nd highest (2009)	15.4% (2009)	21.3% (2009)
Children in poverty in the city living in households claiming Jobseekers Allowance/Income Support	9,040 (80%) (2009)	8,750 (81%) (2010)	NA	NA
Children in poverty in the city who are in lone parent households	73.5%	72.7%		

Cumulative Impact Assessment: Age – Older people

Potential positive impact

Some proposals will have a positive impact on:

- Promoting independence and allowing individuals to continue to live in the community in a home environment.
- Increasing the number of people able to lead a life in the community in a family setting matched with the home that the family can offer and fully supported to live their everyday life.
- Improving quality of life by maximising individual capability.
- Reducing the number of people who need residential care to support their critical or substantial needs.
- Utilising provision to reduce the impact of proposals on existing users of the services.

Access to advice and information

The proposals may result in a reduction of directly delivered advice services to older people in the community. This could result in older people either not receiving good quality advice and perhaps not recognising their entitlement to support and other services. They could be approaching other agencies for this advice at a time when there is potentially more pressure on other advice services (e.g. due to significant benefit changes, and at a time when more older people may be seeking advice about other health and adult social care changes, such as the change to the charging policy).

Social isolation

A reduction in the services that engage older people in positive activities may lead to an increase in social isolation. This could result in increased demand on statutory services. For instance:

- Evening bus services, route P1, could impact on social integration. Currently usage averages five people – all of whom do not have alternative modes of transport.
- The amalgamation of the two existing Southampton mobile libraries into a single service and the deletion of Saturday operations could impact on the elderly because they might not want to visit the library after dark or cannot travel.
- The elderly, particularly, benefit from the opportunity parks present for free, healthy and sociable recreation and exercise. Any reduction in maintenance standards could reduce accessibility.
- Reduction in the level of community learning opportunities for learners aged 60+.

Negative impact on finances

There is likely to be an increase demand on several services for older people, as a result of implementing changes to charging policies, for instance:

- Removal of the 10% Council Tax discount for over 65's.
- Review of the Non residential Charging Policy and charging up to full cost for carer packages - many individuals who receive social care support are on fixed incomes and individuals who may be required to contribute could experience a negative impact on their finances.
- There is a risk that older people may choose to reduce the level of social care services they access as a result of increasing costs and this could impact negatively on their health and well-being. Again a reduction in accessing low level preventative services could lead to an increased need to access higher level services earlier in the future.
- A reduction in bus subsidies affecting selected evening bus services and removal of subsidy for Hythe Ferry.
- Introduction/ increase in charges for cremation, burial, pest control, parking, and residents permit.

Future cost implications to public services

The potential increased social isolation could also have cost implications for the City Council, NHS and other public sector organisations. The proposal to reduce the older person's day care could risk increased pressure on carers, and possibly lead to increased hospital admissions and higher use of residential care settings.

Mosaic

- The Mosaic Segments that will be most affected by the proposals will be segment 1, 2 and 3.

- Segment 1 - Financially secure older couples living in owner occupied properties
- Segment 2 - Elderly singles with low mobility, reliant on public services for support
- Segment 3 - Low income older couples approaching retirement, living in low rise council housing.

Mitigation

Measures to mitigate the impact include:

- Encouraging eligible residents aged over 65 to claim benefits that they are entitled to including; the Single Person Discount and benefits that entitle them to receive the local successor to Council Tax Benefit.
- The move towards greater personalisation provides an opportunity for many of the social care services affected to be re-provided in other ways. This better targeting of provision may require market development support to ensure provision is available. Health and Adult Social Care services will continue to be provided to those who are assessed with a need for services in line with Fair Access to Care Services guidance. Support will be provided to those people receiving Self Directed Support to ensure they can access the services that they require. There is a need to undertake appropriate planning to ensure there are alternative services available.
- Charges for Health and Adult Social Care services will continue to be individually assessed and based on ability to pay and charging will continue to be applied equitably in line with Fair Access to Care Services guidance. Separate impact assessments will be undertaken for each specific recommendation before a change to council policy is introduced. No individual assessed as requiring a service will be refused social care support because of an inability to pay.
- The new website Support with Confidence is being developed to help local agencies to advertise their services.
- Ensure older people are consulted as part of service changes and supported and signposted to alternative provision available.

Other factors to consider:

The cumulative impact of these proposals needs to be considered alongside other factors that may impact on older people in Southampton. These include:

- The national reduction in winter fuel payments.
- The City Council's budget saving proposals relating to disabled people and gender.
- National changes to the cost and provision of social care.
- Budget reductions being considered by partner agencies, particularly Health and Hampshire Constabulary.
- Reduced capacity of the voluntary sector to continue existing levels of support/services to older people.

Next steps:

A joint discussion between the relevant Senior Managers or their nominated representatives on the potential impact and any mitigating action.

Action: Carol Valentine, Jane Brentor (Lead), Stephanie Ramsey, Mitch Sanders, Andy Lowe.

Cumulative Impact Assessment: Age – Children and young people

Potential positive impact

Specific proposals have positive impacts which can be summarised as:

- Development of new nursery provision for all disadvantaged two years olds, 900 in year one increasing to 1,700 in year two, providing 15 hours of free education week.
- Implementation of a new integrated service for those with learning difficulties and disabilities and with special educational needs – providing single assessment of needs for 0-25 year olds.
- Service redesign, creating a single children and family service. The service will work with children and parents to undertake a single assessment of their needs, earlier, and deliver targeted support to those in need.
- Adoption of the more holistic family centred methodology.
- Development of a single mechanism for eligible parents to take up the opportunity for personalised budgets for education, health, social care and transport.
- Improved permanency planning for children in care through combining service teams.
- Increased number of children in care being placed in higher quality placements which matches needs with organisations that have good or outstanding Ofsted results.

Reduced access to support, advice and information

Providing only digital visitor information services: The majority of young people using the service are foreign students whose fluency in English may not be good – hence they may need a mix of sign language and English to access Tourist Information.

Budgetary reductions across children's services is resulting in a range of large scale service redesign that warrant specific focus, including children's centres, prevention services, - including employment and training opportunities, and social care services.

Children centres and family centres

- The activities currently delivered in two family centres will be delivered in future from the full core offer children's centres. This will increase the number of disadvantaged children accessing provision and receiving early targeted support. It will be important that arrangements are in place to ensure appropriate supervision and oversight with clear lines of accountability within the Safeguarding service.
- To accommodate the change in service delivery some universal services will be ceased from April 2013. Removal and reduction of the services could impact on the number of pre-school children participating in story time and rhyme time activities; fewer children experiencing play times, at the play library in children centres – current registered contacts – 5,806 in 2011-12.
- Reductions in the library service could reduce the number of children and parents using the service. Currently 47% of Booksplus users are children under 5. Reduction to one library vehicle will limit availability for all users. Deleting Saturday operations will further reduce opportunities for families and children to access library services outside of school hours. Fewer activities and visits to venues for pre-school children will reduce the services contribution to early years work, literacy and school attainment across the city.

Prevention

- Prevention and Inclusion services - all of the areas of delivered and commissioned services that may be stopped or reduced have either direct or indirect effects disproportionately upon children and young people as they are services specific to this part of the population.
- Removal of play services will remove opportunities for universal play services. This will disproportionately affect children from disadvantaged backgrounds.
- Removal of youth services – that target unemployed young people and changes in City Limits provision may have an impact on young working age residents who are disproportionately vulnerable to unemployment in the current recession.
- The range of diversionary and support services being reduced and stopped will have a disproportionate impact on those from disadvantaged background – as services will need to be purchased privately.

- A reduction in library opening hours will reduce availability and may impact on children (24% of users) whose ability to visit is limited by attendance at school.
- Reduction in drug services for young people from 14 upwards along with the reductions in children's services could mean reduced service provision for the younger age group and reduced capacity for any preventative treatment. This could lead to higher needs as this group enters adulthood.
- Child and Adolescent Mental Health - If this service were to be reduced by almost half, it would significantly impact upon young peoples' mental health across the city.

Safeguarding and Looked after children

- The Emergency Duty Team service will be delivered under a different line management structure (through Integrated Assessment Team). If the service is not robustly managed, there is the potential that out of hours interventions could be less efficient and timely, and this could lead to increased risk for children and young people in the community.
- Fostering / adoption - Children may wait longer than is necessary for them to be provided with their permanent forever/right family. In the new Inspection Framework there is a new sub judgement around Permanence and Adoption and a reduction in the management oversight may result in reduced performance in providing all types of placements for Children Looked After away from home. The Council's current Ofsted Action Plan (post last inspection) includes action to develop suitable accommodation for care leavers. A reduction in management oversight within the fostering service will affect service developments for care leavers and implementing 'staying put' (guidance) in foster care.
- In terms of the CiC and Pathways Team, reduced management oversight presents some risks in terms of driving care plans forward, including those for whom permanence and adoption is the plan. In the possible event of a Team Manager without the experience and expertise around children in care and the statutory framework being appointed to manage both teams, there is an increased risk of children drifting in care

Negative impact on finances

- Subsidies to evening bus services, night buses and S1/S2 services and the Hythe Ferry could impact on social integration. Service S2 takes about 25 children to Spring Hill School from Northam and the city centre.
- In general young people are more frequent users of bus services. Reduced evening and night bus services.
- The reduction of universal play and youth services – will require parents to pay for replacement services.
- Families with young children particularly benefit from the opportunity parks present for free, healthy and sociable recreation and exercise, and therefore may be disproportionately impacted by any significant reduction in maintenance standards of parks and green spaces
- The potential impact on families of increasing charges or introducing new charges for registration, pest control, parking and residents permits.

Future cost implications to public services

Removal of play, youth provision and reduction of some universal services at children's centres could result in fewer children and young people's with specific needs not being identified early enough – which could result in increased numbers requiring more costly specialist services.

Risk of vulnerable young people not accessing services delivered by third sector, such as Youth Contract, and increased likelihood of long term unemployment.

Mosaic Segments

The Mosaic Segments that will be most affected by the proposals will be segments 3,4,5,7,12 and 14.

- Segment 3 - Low income older couples approaching retirement, living in low rise council housing
- Segment 4 - Childless, young, high rise council tenants with issues of social isolation
- Segment 5 - Vulnerable young families or lone parents living on council housing estates

- Segment 7 - Diverse private renters in older terraced properties
- Segment 12 - Transient young singles with weak support networks, living in a mixture of housing
- Segment 14 - Affluent professionals living in large detached properties out of the city centre

Mitigation

Action being considered to mitigate the potential effects of the proposals include:

- Design, delivery and commissioning of a continuum of interventions.
- Delivery of the Families Matter programme targeted at 685 families.
- Secured resource from schools, dedicated school grant, to fund prevention social workers and family workers.
- Work with the third sector to bid for new DfE funding stream – for creative, innovative prevention programmes.
- Exploration of opportunities to continue some universal provision through transfer of properties currently used for delivery of play and youth provision.
- A dedicated officer with strategic responsibility for children and youth.
- Support delivery, through the third sector of the Youth Contract programme – replacing targeted work with unemployed young people and dedicated annual destination sweep programmes.
- Delivery of Key Stage 4 programme, through schools, to increase the number of young people securing correct level of qualification, at the end of secondary education, to support progression to post 16 education, training or employment and reduce number of unemployed.
- Target setting with school and colleges to target provision at work with young people in ‘year 11’ and ‘year 12’ to ensure successful transition into education, training or employment.
- Development of nursery places for 900 two year olds, in year one, from most disadvantaged areas. Moving two year olds into education provision earlier, removing dependence on universal services from children and family centres, and increasing parental availability to undertake training for reintegration into employment.
- Redesigned, holistic family based, services delivered from seven full core offer children centres targeted at families at risk of not sustaining themselves, reducing the demand on high cost specialist services.
- Integration of existing assessment tools into one refined assessment of need. Ensuring accurate, early, assessment of need and delivery of multi-disciplinary service delivery.
- Development of an integrated children and young people development service providing dedicated support to young people 0-25 year olds with learning disabilities and special education needs.
- Integration of the youth offending service and the children in care team – to reduce duplication and improve targeted services to those in the care of the local authority or at risk of coming into care through anti-social/disruptive behaviour.
- Integration of fostering and adoption services to improve permanency planning and delivery for children in care.
- Consideration of use, by schools, of pupil premium to provide additional support, specific activities including breakfast clubs, afterschool clubs, additional tuition etc, for children and young people from most disadvantaged area.
- Develop of the specification for ‘Parent Partnership’ activity – to strengthen the work with families. Engaging a broader range of parents with the newly developed Children and Young People Development Service.
- Actively pursue opportunities for parents to take up the opportunities of personalised budget to purchase education, health, social care, transport and other areas.
- Undertake a review on all services providing specialist support to young people with an array of behaviour and mental health issues, Behaviour Resource Service, Adolescent Resource Centre, CAMHS to improve provision and ensure same level of front line service for a reduced financial investment.
- Ensuring that the Emergency Duty Team is appropriately overseen by the Safeguarding service, with enhanced communication with partner agencies, in particular the Police.

Other Factors to Consider:

The cumulative impact of these proposals needs to be considered alongside other factors that may impact on children, young people and families in Southampton. These include:

- National changes to public services and welfare benefits.
- Reduced funding opportunities for further and higher education.
- Budget proposals of partner organisations in Southampton.
- Southampton City Council budget saving proposals relating to race and ethnicity, disabled people and gender.

Next step:

A joint discussion between the relevant Senior Managers or their nominated representatives on the potential impact and any mitigating action

Development of detail regarding the new model of service delivery for children and family centre based services.

Action: Alison Alexander, Felicity Budgen, Jon Dyer-Slade, Suki Sitaram and Stephanie Ramsey

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Cumulative Impact Assessment: People with disability

Potential positive Impact

There are a range of positive impacts, including:

- Increase Supported Housing capacity for Older Peoples Mental Health clients at Graylings promoting independence, allowing the individuals to continue to live in their own home in the community.
- Reduction in the demand for long term care needs and improving the quality of life through changes in the reablement service.
- The positive impacts of the Home to school transport proposal relate to offering families greater financial support for helping their children get to school safely and securely, and could help to ensure that they then have greater flexibility in accessing out of school activities before and after the school day.
- New models being developed which may widen the market for people to use their Personal budgets on.

Access to services

A number of the proposals identified impact on the ability of disabled people to access services and in some cases, to the standards they have received to date.

- Advice and Information / Day Care contracts - a higher number of older people have disabilities than other age groups, so the impact is likely to be greater. Access to advice on issues from benefits to support will be reduced, leading to many either failing to seek advice, contacting other agencies (increasing the pressure on these), or increasing the traffic to SCC health and Adult Social Care contact team. Failure to get good advice early on could increase risks to older people with disabilities.
- A significant impact upon children and young people is likely to arise from reductions in support for short breaks and positive activities that provide respite and positive activities to themselves and their parents / carers. There is also likely to be a negative impact arising from reducing support to parents with disabled children upon quality of life and family stability. The removal of support for young carers is likely to have a negative impact upon adults with disabilities.
- The target group within Jigsaw is children with disabilities (CwDs). A reduction in staffing will affect the volume of CwDs and their families who can be supported. Eligibility thresholds will need to be re-visited and raised in order to address the reduction in staffing capacity and management oversight.
- Mental Health - there is no other capacity, in terms of numbers of staff, but specifically skills, to meet the complex emotional needs of children and young people, many of whom are suffering post traumatic experiences as a result abusive parenting.
- Children with complex needs are a particularly hard group of children to place with carers, particularly those with a plan for permanence. Delays in carer assessment with reduced scrutiny will almost certainly detrimentally affect timescales for placement of disabled children.
- In 2012/13, the target for disabled learners is 18% and the Adult Learning proposal would reduce the number by 210 learners.
- Reduction in library opening hours will reduce availability for all users. 24% of customers, according to the 2011 survey, consider themselves to have a disability. This very high level suggests that options to travel to other libraries may be less for a significant part of the customer base
- Reduction to one library vehicle will reduce availability for users to access library services. Both vehicles have lifts enabling disabled people to access library services, operate in Priority Neighbourhoods and have scheduled stops at day care centres and schools. e.g. Sembal House, Ridgway House, Mencap, Awaaz and the Deaf Association.
- The reduction in funding for City Limits employment support will reduce the support for employment opportunities for people with disabilities.

Increase in costs to disabled people

- In general levels of disability increase with age. Removal of the 10% Council Tax discount for over 65's may have a disproportionate impact on disabled people who are not in receipt of Council Tax Benefit.
- The costs to disabled people accessing social care who are assessed as having the means to afford to pay is likely to increase as a result of a number of measures including the potential changes.

- The proposal to review non residential charging policy and charge up to full cost for two carer packages could mean that some individuals who are assessed as being able to do so will pay more for their services.

Social Isolation

- Reduction in bus subsidies affecting selected evening bus services and removal of subsidy for Hythe Ferry may have an impact on people with limited mobility who may find it difficult to travel if they have to go further to access alternative commercial bus services.
- Reverting to the national disabled bus pass scheme will affect up to 1,400 people currently entitled to free off peak bus travel will be unable to renew their bus pass. Having to pay for travel could lead to less travel, increased isolation, increased financial hardship. It is estimated that about half of these passengers could be entitled to the national disabled bus pass.

General

- When considering these proposals collectively it could represent a significant negative impact for disabled people, particularly for those who will have to face an increase in costs. It could lead to some disabled people to have reduced access to services which could be seen as early intervention or prevention and this may result in increased demand for acute services in the longer term. Disabled people could also become more isolated, having to withdraw from community involvement, engagement and activity due to access, mobility and cost issues. The financial impact on disabled people who are dependent on benefits, or are on low incomes needs further consideration when the local impact of the welfare reforms is better understood.
- The savings proposals also have some potential to affect other council activities and funding. For example, the financial impact on some disabled people may result in problems with rent arrears or a reduction in their 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.

Mosaic

The Mosaic segments that are likely to experience the most affects by the proposals will be 1,2,3,4,5,9,12,14:

- Segment 1 - Financially secure older couples living in owner occupied properties
- Segment 2 - Elderly singles with low mobility, reliant on public services for support
- Segment 3 - Low income older couples approaching retirement, living in low rise council housing
- Segment 4 - Childless, young, high rise council tenants with issues of isolation (Around 90% of this group live in the 5 most deprived LSOAs from IMD2010; Weston Towers are occupied by 90% of this Mosaic group)
- Segment 5 – Vulnerable young families or lone parents living on council estates
- Segment 9 - Comfortably-off, families who lead active yet busy lifestyles
- Segment 12 - Transient young singles with weak support networks, living in a mixture of housing
- Segment 14 – Affluent professionals living in large detached properties out of the city centre

Mitigation

Action being considered to mitigate the potential effects of the proposals include:

- Encourage eligible residents aged over 65 to claim benefits that they are entitled to including; the Single Person Discount and benefits that entitle them to receive the local successor to Council Tax Benefit.
- The move towards greater personalisation, providing opportunities for many social care services to be provided in other ways. This may require market development support to grow the market.
- Health and Adult Social Care services will continue to be provided to those who are assessed with a need for services in line with Fair Access to Care Services guidance. Support will be provided to those people receiving Self Directed Support to ensure they can access the services that they require. There is a need to undertake appropriate planning to ensure there are alternative services available.

- Charges for Health and Adult Social Care services will continue to be individually assessed and based on ability to pay. Income maximisation support will continue to be offered as part of the financial assessment. Charging will continue to be applied equitably in line with Fair Access to Care Services guidance. Separate impact assessments will be undertaken for each specific recommendation before a change to council policy is introduced. No individual assessed as requiring a service will be refused social care support because of an inability to pay.
- Work with disabled customers to assess the potential impact on individuals and explore mitigation in light of the council's financial challenges.

Other factors to consider:

The cumulative impact of these proposals needs to be considered alongside the assessments for poverty and age and other factors that may impact on disabled people in Southampton. These include:

- Welfare Reforms
- Budget reductions being considered by Health agencies in the City.
- The state of the local economy – mental health problems rise at times of economic difficulty.
- Capacity of the Voluntary Sector to maintain the level of support they currently provide to disabled people.

Next step:

A joint discussion between relevant Senior Managers or their nominated representatives.

Action: Jane Brentor, Carol Valentine, Stephanie Ramsey, Felicity Budgen, Paul Nichols, and Alison Alexander

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Cumulative Impact Assessment: Race, religion or belief

Potential positive Impact

There are demands (particularly in Zone 4) for parking close to places of worship at certain times of the week and day. The proposal is that where there are 'Permit Holder Only' bays, that these bays are changed to allow parking by non permit holders only for a limited period of time. This could impact on the residents who live close to places of worship in Newtown / Nicholstown experiencing problems with parking at times. Resident feedback is that the introduction of shared bays would overcome difficulty in parking for those people attending daytime prayer sessions, and allow them to park for a limited period of time while doing so.

Access to services

- The proposals to reduce funding to voluntary sector agencies for delivery of HIV/AIDS awareness and support by half will have an impact on the African Caribbean community as there is greater prevalence in African-born heterosexual men and women (more than double those born elsewhere) of HIV infection (HIV in the UK Report 2011). The current services run sessions and peer support groups for different race groups to help increase support and information. Significant reduction could place these groups at higher risk. Loss of networks presents a risk of reduced access to good quality information.
- Early refinement of Children's Centres, reduction of universal services could impact on some ethnic groups (e.g. Polish) seeking to access services.
- Youth Support: Newtown and Northam Youth Centres have high attendances by young people from the Black and Minority Ethnic communities. For instance for some young people from black and minority groups they are only allowed to attend youth sessions.
- Reduction in bus subsidies affecting selected evening bus services and removal of subsidy for Hythe Ferry. Service S2 transports catholic children from Northam and the city centre to Springhill Primary School
- Kanes Hill Increases in charges are being directed at the specific racial group due to the nature of the site and its occupation. The need to increase the charges highlights that this group has benefited from charges that are lower than other Council residents

Mitigation

Consider action to mitigate the potential effects of the proposals, including:

- Work with BME customers, communities and groups to assess the potential impact on individuals and explore mitigation in light of the council's financial challenges.
- Targeted and appropriate publicity to explain the rationale behind the proposals.

Other factors to consider:

Further assessment of the needs should be considered alongside the assessments for poverty and age (Children and Young People) and in particular:

- Welfare Reforms.
- Budget reductions being considered by other agencies in the City.

Next step:

A joint discussion between the relevant Senior Managers or their nominated representatives on the potential impact and any mitigating action.

Action: Alison Alexander (Lead), Stephanie Ramsey, Paul Nichol and Jon Dyer-Slade

Cumulative Impact Assessment: Gender

Demographics

Southampton'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 (51.6%) than women (48.4%). Within the older population (65+), with the trend of an ageing population, women's average life expectancy of 82.4 years old being much higher than men's (average 78.9 years old). In reality, this means that the oldest 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.

Women

- The proposal to remove the 10% Council Tax discount for over 65's will impact more on women because there are more women over 65 in Southampton than men.
- Increase in the Non Residential Charging Policy will impact on women more as they comprise a higher proportion of the total number of clients.
- The proposals to reduce Supporting People housing related support to women fleeing domestic violence through reducing bed spaces, and ending Supporting People funded outreach support.
- The proposals to reduce Supporting People housing related support to drug and alcohol users will reduce the potential accessibility to women as it will reduce access of the service in people's homes. The ending of this support may increase their drug use again, leading to more work for drug services.
- The proposals to reduce Drug Action Team (DAT) commissioning budget. The reduction will impact on both men and women but women often have a range of additional needs in relation to their caring and family responsibilities. The impact across a range of services, including carers support, and reduced ability to commission flexible services may impact more on women.
- Early Years & Children's Centres: The adult take up of services is predominantly women, many of whom are lone parents. Many of these women live in the most deprived areas, some experience post natal depression and might be subject to domestic violence.
- Reorganisation of Regeneration and Renewal Team to focus on Accountable Body and external funding work only. The Team supports specific activities for unemployed women.
- Fund Skills Team from Adult Learning Grant because Community Learning is undersubscribed by male learners on a local, regional and national basis, the target for male learners for 2012/13 is 35%. The proposal would reduce male learners by 408 and female by 757.
- Reduction in bus subsidies affecting selected evening bus services and removal of subsidy for Hythe Ferry. Evening bus services are frequented more equally by men and women than daytime services such as the P1 which are more likely to be used by women. Resulting in more people having to walk further from a bus stop to their home in the evening. This could have an impact on safety and fear of crime, particularly for women.
- Proposal could result in more people having to walk further from a bus stop to their home in the evening. This could have an impact on safety and fear of crime, particularly for women.
- Reduced investment can require a greater focus on 'block' services rather than individually tailored services, as these are often lower unit cost. This impacts disproportionately on people who have more complex needs and those who have caring and family responsibilities (more likely to be women) which make it more difficult to access services at certain times and locations.
- Reduce funding to voluntary sector agencies for delivery of HIV/AIDS awareness and support by half. African born women in the UK are more than twice as likely to have contracted the HIV virus than those born elsewhere (HIV in the UK Report 2011).

Men

- The proposals to reduce Supporting People housing related support to:
 - Drug and alcohol users will have a greater impact on men as a higher proportion of males access the service reflecting the demographics of problematic drug use.
 - People with mental health problems - more males are in accommodation than females – figure of more than 2:1. There is a need for more self-contained accommodation to be available to this group, which could make it a better choice for women.

- Single people who are homeless - more men than women use the single people services – a ratio of approximately 3:1. However, the proportion of single women becoming homeless is increasing, and more women-only units are being made available.
- Reduce funding to voluntary sector agencies for delivery of HIV/AIDS awareness and support among heterosexuals; men in the UK are more likely to be unaware of their HIV infection than women, which demonstrates the effectiveness of antenatal screening programmes.
- Youth Services - 2153 Youth interventions of various types were offered for boys in 1 quarter, 883 for girls.

Mosaic

The Mosaic Segments that will be most affected by the proposals will be segments 1,2,3,4,5,14:

- Segment 1 - Financially secure older couples living in owner occupied properties
- Segment 2 - Elderly singles with low mobility, reliant on public services for support
- Segment 3 - Low income older couples approaching retirement, living in low rise council housing
- Segment 4 - Childless, young, high rise council tenants with issues of isolation (Around 90% of this group live in the 5 most deprived LSOAs from IMD2010; Weston Towers are occupied by 90% of this Mosaic group)
- Segment 5 – Vulnerable young families or lone parents living on council estates
- Segment 14 – Affluent professionals living in large detached properties out of the city centre

Mitigation

Action being considered to mitigate the potential effects of the proposals includes:

- Encouraging eligible residents aged over 65 to claim benefits that they are entitled to including; the Single Person Discount and benefits that entitle them to receive the local successor to Council Tax Benefit.
- Children’s Services and Learning will continue to provide services to those who are assessed with a need in line with the eligibility criteria.
- Health and Adult Social Care services will continue to be provided to those who are assessed with a need for services in line with Fair Access to Care Services guidance. Support will be provided to those people receiving Self Directed Support to ensure they can access the services that they require. There is a need to undertake appropriate planning to ensure there are alternative services available.
- Charges for Health and Adult Social Care services will continue to be individually assessed and based on ability to pay. Income maximisation support will continue to be offered as part of the financial assessment. Charging will continue to be applied equitably in line with Fair Access to Care Services guidance. Separate impact assessments will be undertaken for each specific recommendation before a change to council policy is introduced. No individual assessed as requiring a service will be refused social care support because of an inability to pay.
- Raise key issues for women, especially later years, at Safe City Partnership, Children and Young People’s Trust and Health and Well Being Board, when this has been established. The continued arrangement for an older people’s champion will maintain the profile of Older People’s needs.

Other factors to consider:

This assessment needs to be read alongside the assessments for age and community safety and be considered alongside other factors that may impact on women in Southampton. These include:

- National changes to welfare benefits – A potential adverse impact on women has been identified as a result of subsuming a wide range of benefits into Universal Credit payments and the recent proposed changes to Child Benefit.
- Budget reduction by partner agencies and the Safe City Partnership, including taxi marshals.
- Capacity of the voluntary sector to provide continued support and service.

Next step:

A joint discussion between the relevant Senior Managers or their nominated representatives on the potential cumulative impact and mitigating actions.

Action: Carol Valentine, Alison Alexander, Paul Nichols, Stephanie Ramsey and Suki Sitaram

Cumulative Impact Assessment: Sexual orientation, gender reassignment, marriage & civil partnership and pregnancy & maternity

It is difficult to assess at this stage whether any of the proposals will have a disproportionate negative impact on people with these personal backgrounds. Individual services will need to consider any particular effects on both users and non-users of their services by involving them directly. There could be a potential impact as a result of the following proposals:

- Reducing funding to voluntary sector agencies for delivery of HIV/AIDS awareness and support by half:
 - i. Although all groups can be affected by AIDS, and there has been an increase in infection among heterosexuals, including women, the focus is still on homosexual men. There is significant risk that good quality information and support will be limited. Loss of networks presents a risk of reduced access to good quality information.
 - ii. There is a significant risk that women who are HIV+ (and particularly who are pre-diagnosis) may give birth to babies with HIV.

Pregnancy and Maternity

- Reducing the commissioning budget to purchase services for drug users: Women who are pregnant or who have children are often reluctant to approach statutory services due to the fear of child protection proceedings. The current funding arrangements include a joint post across children and adult services in order to proactively engage women in these situations. Reduced investment may put specialist posts like this at risk, as a considerable amount of the post time is taken in networking and promotional activities and remaining funding will need to be targeted on case holding activities in order to meet national targets.

Other factors to consider:

The cumulative impact of these proposals needs to be considered alongside other factors which include:

- National changes to public services and welfare benefits
- Southampton City Council budget saving proposals relating to race and ethnicity, disabled people and gender.
- Budget proposals of partner organisations in Southampton including Hampshire Constabulary, Southampton PCT, the Probation Service, Job Centre Plus, and schools.

Next Steps:

Individual Senior Managers need to consider whether proposals in their service area may have an impact on people with these personal backgrounds

Action: Alison Alexander and Stephanie Ramsey.

Cumulative Impact Assessment: Community safety

Potential positive impact

Changes to Family Centres: People who would ordinarily have gone to Forest View and Bitterne Family Centres will be able to access services more locally, resulting in greater engagement and compliance, potentially reducing child protection concerns.

Alcohol and drugs

Cuts in the Supporting People programme could result in reduced support to drug and alcohol users, people with mental health problems and single people who are homeless. The potential impact could be that there are fewer support services for drug users and this could result in increased offences, as there is less support available at the time needed by the user. The fact that these services work with people in their own homes could increase issues in some parts of the city, if drug use increases as a result of the reduction in service. A reduction in drug treatment services may impact negatively on community safety and crime rates as it is well documented that substance misuse is a significant contributor to crime and anti-social behaviour. The impact will be seen in the night-time economy where savings in other areas mean that initiatives such as the Ice Bus, Street Pastors and safe and Sound are also at risk. The DAT has been approached to pick up funding in these areas. There may also be impact on more prolific offending – to finance drug use.

Public protection

The loss of City Limits posts may impact on services targeted at those who are unemployed, short-term offenders, and repeat offenders. The proposed loss of staff will reduce the capacity of managers and supervisors to support delivery and secure further external funding.

Crime and anti-social behaviour levels

- The removal of the Special Constable Council Tax discount may discourage residents from applying to become Special Constables and could encourage some existing Special Constables to resign or seek a transfer out of Southampton. This could decrease levels of public reassurance across the City in relation to crime and anti-social behaviour.
- Early Years and Children's Centres changes may affect the long term outcomes for children which can reduce anti social behaviour activity and a subsequent possible spiral into criminal activity.
- Contracted Children's Services provide services to vulnerable young people. Reduction/easing of some services could increase risk of anti-social behaviour might be anticipated from cuts in targeted youth provision and school pastors, though the specific evidence base for showing this is not strong.
- Youth Support: The service currently supports the Breakout Youth Project with a venue for the weekly meeting free of charge. Youth workers make a contribution to Community Safety through the provision of opportunities for young people and targeted support. Groups of young people attend sessions on community safety with PCSO's in their youth groups. Youth workers attend CTCG meetings to co-ordinate support to young people at risk of antisocial behaviour. This work would cease.
- Evening Charges: There may be some safety issues if drivers choose to park outside of the city centre at night and walk to and from the city centre.
- Reduction in bus subsidies affecting evening bus services, night buses and the S1/S2 services plus the Hythe Ferry: Reduced frequency of night bus services could mean that dispersal from the city centre night time economy takes longer with resulting impact on crime and anti-social behaviour.
- Reduction in opening hours will reduce availability for all users. Libraries offer a place where people who might otherwise fall into anti-social behaviour can use their time productively. The reduced hours will limit the ability of the service to act as a diversion in this way. Both vehicles visit priority communities where levels of anti-social behaviour are high in places.
- Families at risk of adoption breakdown may not have their support needs met in a timely way and this, in turn, could result in adoption breakdown and a negative impact on the community, particularly in respect of adolescents.
- A range of behaviours can become prevalent if mental health needs remain unmet. Offending behaviour in young people is one such behaviour and this will adversely affect communities.

Safeguarding

- Our House: Reduced support for children complex needs and behavioural disorders could adversely affect the community in terms of the impact of their actions. The loss of the building reduces the authority's capacity to respond to the presenting needs of children who need group care for a period of time.
- If the Emergency Duty Team service is not robustly managed, there is the potential that out of hours interventions will be less efficient and timely, and this could lead to increased risk for children and young people in the community.

Environment

- Changes to the operation at the City Depot Household Waste Recycling Centre (HWRC) could possibly increase in fly tipping across the city.
- Reducing standards of grounds maintenance and less money available for the upkeep of park infrastructure could be perceived as parks being less well cared for. If not carefully managed this, combined with a reduction of a visible staff presence in parks, could lead to an undermining of the public's perception of parks as safe places to be and potential increase in levels of anti-social behaviour.
- Lower levels of environmental cleanliness has been demonstrated to increase levels of crime and anti-social behaviour (the 'broken windows' theory).
- Reducing events could lead to degradation of an area and peoples interest in their local green spaces increasing anti-social behaviour.

Community cohesion

Reduced community cohesion and increased hate crime could result where cleansing standards are reduced especially in city centre and priority areas identified in the Indices of Multiple Deprivation (IMD) 2010. Proposals relating to parks maintenance particularly the reduction in daily attention and proactive approach to street cleansing in areas of cultural diversity such as Newtown and Nicholstown could impact on the ability to take preventative action to reduce social tensions and assist community cohesion. A reduced frequency of service and lower levels of environmental cleanliness could work adversely with other negative social and economic trends to heighten community tensions. The loss of management capacity has reduced the ability to monitor and manage community tensions and tackle hate crime and harassment.

Mosaic segments:

The Mosaic segments most affected by these proposals will be:

Younger people and families:

- Segment 4 – Childless, young, high rise council tenants with issues of isolation (Around 90% of this group live in the 5 most deprived LSOAs from IMD2010; Weston Towers are occupied by 90% of this Mosaic group).
- Segment 5 – Vulnerable young families or lone parents living on council estates.
- Segment 14 – Affluent professionals living in large detached properties out of the city centre.

Older people:

- Segment 3 – Low income older couples approaching retirement, living in low rise council housing.
- Segment 1 – Financially secure older couples living in owner occupied properties.
- Segment 2 – Elderly singles with low mobility, reliant on public services for support.

Key characteristics of those most impacted areas:

- All of the priority areas have high levels of under 16s and children in poverty.
- Highest crime levels experienced in priority areas of Millbrook and Redbridge, especially domestic violence and ASB (segments 4, 3 & 5).

The majority of mosaic segments affected are either vulnerable and/or live in the city's housing estates and have a high reliance on public services (except segment 1).

Mitigation includes:

- Prioritising services to support people and locations at greatest risk of crime and harm.
- Targeting and signposting of services where most in need.

- Providing clear and early information and guidance especially around friends, events and groups to encourage the development of the Big Society.
- Continuing and increasing multi-agency and partnership working, particularly in prevention services.
- Policies that ensure the most vulnerable continue to receive the required level of support.
- If, as a result of the proposal to remove the Council Tax discount for Special Constables recruitment becomes an issue, Southampton City Council could, with Hampshire Constabulary, encourage organisations across the City to consider how they can incentivise individuals to become Special Constables

Other factors to consider

This assessment needs to be read alongside the impact assessments for poverty, race and young people. Locally, Hampshire Constabulary are working towards 14% cuts through the closure of customer contact points, reduced preventative activity and concentrating on a reactive core business. Southampton's strong multi-agency approach has seen the overall crime levels falling year on year although our relative comparative position to other similar areas needs further improvement.

Next step:

A joint discussion between relevant Senior Managers as well as key partners (Police, Probation and voluntary sector) on the potential impact and mitigating action of budget proposals across the City.

Action: Stephanie Ramsay, Alison Alexander, Suki Sitaram, Linda Haitana and later with key players in the Safe City Partnership

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Cumulative Impact Assessment: Poverty

Costs to most vulnerable people on low incomes

A number of proposals will add service charges, increase costs or change the threshold for eligibility for residents on low incomes. Additional costs or loss of services will hit those receiving benefits at the same time as welfare reforms, which may reduce benefit levels, are phased in. This will impact on their ability to manage money and demand for advice services will increase.

Users of personal services

- Non Residential Charging Policy: Many individuals who receive social care support are on fixed incomes such as pensions or state benefits. Some individuals who are assessed as having the means to do so may be required to contribute more but most people on low incomes would not pay for services
- Reduce Supporting People housing related support for drug users, people with mental health problems, single people who are homeless, women fleeing domestic violence. Users accessing are often receiving benefits. The service helps with benefit and income maximisation while the individual is at home. There is specific support to help people back into employment that will no longer be available, reducing access to work.
- End payment for the advice service to older people managed by Age Concern Southampton. Users accessing are often receiving benefits. The service helps with benefit and income maximisation. Reduction in the availability of advice to older people in the community may mean a range of issues not being addressed. This could result in a lack of signposting to other agencies potentially putting some older people at risk.
- Reduce Older Person's day care budget - some individuals receiving day care are in poverty and are socially isolated.
- Reduce funding to the voluntary sector agencies for the delivery of HIV/AIDS awareness and support.

Impact on child poverty

The proposals are likely to impact disproportionately upon children, young people and families living in poverty by removing or reducing a range of services. The specific impact of the funding proposals would tend to be specific to people in poverty who use the services rather than to all people living in poverty. Targeted youth provision is not limited to children living in poverty, though it is targeted to areas where social need is thought to be higher. Community based play and youth provision is either free or at low costs. Any new independent providers may need to charge for provision impacting on the poorest families in the city. There will also be a loss of capacity in relation to the detailed understanding of outcomes for groups in poverty, such as families on free school meals, in deprived localities and disproportionately clients of intensive social care support who are more likely to be from low income households.

Employment and Skills

- Some reduction in Job Club provision may result in reduced access to employment for those already finding it difficult to find work.
- Fund Skills Team from Adult Learning Grant. £90,000: There is a target for 30% from priority areas: the proposal would reduce the number by 350 learners. 40% of delivery is aimed at those with few or no previous qualifications. The proposal would reduce the number by 466 learners.
- Removal of funding to City Limits employment: A proven methodology to reduce poverty is to upskill, motivate and support unemployed residents. A reduction in staffing may affect delivery. In 2011/12 476 disadvantaged clients were supported into paid work: 138; voluntary work:126; Training: 212.

Reduced disposable income

- Removal of the 10% Council Tax discount for over 65's would lead to the majority of existing recipients of the discount being charged more for their Council Tax.
- Introduce a chargeable garden waste collection scheme - Residents will have to pay for a service which previously was free. Residents in deprived areas are twice as likely not to own a car.
- Merge flat collections and trade waste services: If there any problems with build up of waste during the transition of the merger this is most likely to be in areas of deprivation.
- Parking Evening Charges: This proposal will impact on those drivers who are on very limited income, and employees who work as part of the night time economy who may not be very well paid.

- Remove free parking at district centre car parks: Will impact most on local workers who are among the poorer paid.
- Charge for first residents permit: Presently, all council tax payers contribute towards residents parking schemes, even those who live in areas that do not have such a scheme in place. This would affect those on lower income living in areas where there are resident parking zones.
- Parking - Increases to fees and charges: Would impact on the lower paid, and those on low fixed incomes.
- Increase charges for burials, pest control, registration, cremations etc: This would impact those on lower incomes who may find it difficult to fund funeral arrangements.
- Revert to national disabled bus pass scheme - Disability Living Allowance is not means tested. However, for disabled people on a low income the removal of free bus travel could result in significant additional expenditure that could make accessing work and social engagements harder. This is estimated to affect around half of the current bus pass holders (circa 700). Twice as many residents in the most deprived areas of the city are receiving incapacity benefits.
- Reduction in bus subsidies to evening bus services, night buses and S1/S2 services and the Hythe Ferry. Bus users tend to be from lower income groups who are twice as likely not to own a car. Reducing bus services could mean more expensive modes of transport are required with resulting financial implications. A reduction in bus routes in these areas could potentially lead to increased social isolation if people cannot afford alternative transport or have more difficulty getting to a bus stop which is further away. The impact of merging services S1 and S2 into one inter peak only service will mean that the freedom to travel to Royal Southampton Hospital across the whole day will be reduced. This will affect a considerable number of concessionary pass holders from the most deprived areas. The proposal will continue to provide access to essential services such as doctors surgeries, hospitals and local district centres during most of the day.
- Increased charging for adult social care services will reduce disposable income of individuals impacted.

Access to services

- Provide only digital visitor information services: Socio-economic status makes a big difference to internet access. 92% of AB households have internet access whilst only 63% of category DE households have the internet. Other services have discrete plans to engage with target groups, this service is focused on attracting visitors to the City.
- Reduce opening hours by 15 hours a week in the Central, Bitterne, Shirley, Burgess Road, Portswood, Cobbett Road, Woolston, Lords Hill libraries and a reduction in activities for children and working in schools, adult learning, and a variety of professional activities supporting the quality of the service. Libraries are mainly a free service and any reduction in their availability is likely to be more keenly felt by people on low income. In particular, libraries offer a place where children can spend their time at no cost to their parents. The reduction in learner sessions, which are free for beginners, in the use of IT may disproportionately impact on people on low incomes. The loss of free internet access will also impact on people with low incomes.
- Reduction to Events Team: Many of the events organised by the events team are free to enter. Remaining events are more likely to be commercial and any charges for entry may disadvantage those on lower incomes.
- Reorganise and restructure management and grounds maintenance operations: Individuals or families on low incomes particularly benefit from the opportunity parks present for free, healthy and sociable recreation and exercise, and therefore may be disproportionately impacted by any significant reduction in maintenance standards of local parks and green spaces.
- Reduce operational staff and fleet resources and move to a primarily reactive cleansing service model: Areas of the city with higher indices of social deprivation tend to need higher resource inputs to achieve standards of cleanliness on a par with those delivered in more prosperous neighbourhoods, and could be disproportionately affected by reductions in service budgets.
- Areas within the centre of the city with high representation of students, new communities, and HMO's have historically required proactive daily clean-throughs due to high number of incidents of littering, fly tipping and graffiti. Reducing staff resources by 25% will reduce frequency of visits from daily to a maximum of 2 to 3 clean-throughs per week, dependent on resource pressures in the city centre.

Future economic prosperity of the city

Proposals to reduce services such as housing development functions and reduction in cleanliness may have a negative impact on the perception of the city as a place to invest and live in.

Mosaic segments:

Mosaic segments most affected by these proposals will be segments 3,4 and 5:

- Segment 3 – Low income older couples approaching retirement, living in low rise council housing.
- Segment 4 – Childless, young, high rise council tenants with issues of isolation (Around 90% of this group live in the 5 most deprived LSOAs from IMD2010; Weston Towers are occupied by 90% of this Mosaic group).
- Segment 5 – Vulnerable young families or lone parents living on council estates.

Key characteristics of those most impacted areas:

- All of the priority areas have high levels of under 16s and children in poverty.
- The majority of mosaic segments most affected are either vulnerable and/or live in the city's housing estates and have a high reliance on public services.

Mitigation includes:

Action being considered to mitigate the potential effects of the proposals include:

- Encourage eligible residents aged over 65 to claim benefits that they are entitled to including; the Single Person Discount and benefits that entitle them to receive the local successor to Council Tax Benefit, such as the Pension Credit Guarantee.
- Offering reduced charges for benefit claimants.
- Clearer guidance and signposting to alternative funding, providers and service.
- Developing partnership, multi-agency working and targeted services in priority (IMD 2010) areas.
- Encouraging the development of the Big Society initiatives in communities.
- Developing strategies and plans that prioritise support for the needs of the most vulnerable children, people and families with the most complex needs.

Other factors to consider

This assessment needs to be considered alongside the cumulative impacts for community safety, race, disability and young people. These proposals will significantly impact on the ability of the most vulnerable and lower income people and families, a high proportion of which live in the most deprived areas of the city, to access services through charges or higher thresholds of eligibility. A reduced standard of service will have a greater impact on the environment, safety and opportunities in the priority areas, where greater resources are needed to reach service delivery standards. Ultimately this may have a wider impact on the mental health and wellbeing of residents in the priority areas and add pressure on other service providers such as health and the police.

The proposed changes to Council Tax Benefit (whereby all groups below pension age will be expected to make a contribution equivalent to 25% of the total charge) will impact on groups in receipt of benefits. For many, this could mean 10% of their weekly income will be required to pay for Council Tax – a significant increased cost, reducing disposable income and placing them at an income level below that stated by the government as being required to live on. The Change Programme has a number of projects which are taking a more whole systems approach to service delivery in the priority areas. These proposals should also consider the longer term impacts of the welfare benefit changes. In particular, the switch to Universal Credit by 2013 will have a marked impact on disabled people, larger families, lone parents and singles under 35. The above proposals also relate to the Southampton Connect priority project, 'Gateway to a better future' led by Job Centre Plus which aims to assess and communicate the impact of welfare benefit changes through a coordinated city-wide response.

Next step

A joint discussion between relevant Senior Managers and partners (Southampton Connect's priority project being led by Job Centre Plus and voluntary organisations) on the potential impact and mitigating action of budget proposals across the City.

Action: Stephanie Ramsay, Alison Alexander, Suki Sitaram, Denise Edghill, Vanessa Shahani and John Connelly and later with partners and voluntary organisations

Appendix 1: Cumulative budget proposals

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Cumulative Impact of Proposals on Older people:				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
AS 1		Increase in Supported Housing capacity for older people's mental health clients at Graylings.	<i>This will have a positive impact- promoting independence and allowing the individuals to continue to live in the community and The charges for non residential care leave the individual with more disposable income therefore a positive impact.</i>	£25k
AS2		Review of Social Care Transfer Funding allocated via NHS.	<i>Use of the transfer grant will enable services to continue to enable people to stay in their home environment. Some new approaches are being developed which may be used to develop services for older people in the future – e.g. peer support</i> Use of the grant to maintain current services will reduce the opportunities to test out other approaches to address the needs of older people. Focus on internal provision reduces choice.	£2,380k
AS 3		Alternative funding or reduction in reablement service.	<i>The positive impact of reducing the demand on long term care needs and improving quality of life by maximising individual capability will continue at its current level.</i>	£600k
AS5		Reprovision of non personal/non time restricted tasks e.g. shopping, from existing domiciliary care providers to a volunteer service	<i>Continue to provide services which enable people to stay in their own environment. New models being developed which may widen the market for people to use their Personal budgets on. Increased range of contact for potentially isolated clients.</i> Clients having a range of providers rather than one Domiciliary care provider. this could be confusing and potentially lead to duplication The time commissioned from the new provider may not be sufficient to complete the whole task - there may be loss of efficiencies in having 2 carers	£30k
AS 10/AS 11		Increase in income arising from proposed changes to the Non Residential Charging Policy & Increase in income from clients due to increase in benefits.	There are a range of proposed changes to the NRC Charging Policy which affect individuals in different ways. The impact of each proposal will be assessed in detail as more information is gathered during the consultation process. The majority of changes will not impact on individual contributions towards their services. Some individuals who are assessed as	£310k

Cumulative Impact of Proposals on Older people:				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			being able to do so will pay more for their services <i>Supports the development of personalised service provision in adult social care; ensures policy fits with national guidance, equity and fairness; supports the development of alternatives to residential care – promoting continued independence</i>	
AS 12		Undertake cuts in the Supporting People programme, resulting in service reductions. To include reducing Supporting People housing related support to older people in sheltered housing and provide more support to older people in the community.	<i>Better and more targeted support for those who need it, including those in the community. More support to older people in extra care settings. More resources to support activities promoting healthy living. Increasing focus on providing better quality housing.</i> Users are of all age groups from 60 upwards, although in reality, many schemes now work with people aged 50+ to help manage void issues.	£370k
AS 13		To end payment for the advice service to Older People managed by Age Concern Southampton & reduce SCA Day Care contract for Older Person's day care	The overall impact would be to reduce advice to older people in the community, and is likely to result in older people either not receiving good quality advice – and perhaps not recognising their entitlement to support and other services – or approaching other agencies for this advice. This would include Health and Adult Social Care Contact Team. This may lead to assessments of need being undertaken, when then Age Concern service may have been able to promote self-help. Risks are based on the inability of the service to expand to meet increasing needs in the future, which could risk increased pressure on carers, and possibly lead to increased hospital admissions and higher use of residential settings. <i>There is some under utilised provision which will be maximised to reduce the impact on existing users of the services. Rationalisation should make service more responsive to need.</i>	£59k
COMM 1		Reduce running cost, supplies & services for regeneration and city limits team - includes resources for projects	Young working age residents and those aged 50+ are disproportionately vulnerable to unemployment in the current recession	£33k
COMM 2		Fund Skills team from Adult Learning	In 2012/13, the target for learners aged	£90k

Cumulative Impact of Proposals on Older people:

Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
		Grant	60+ is 20%, in recognition of the contribution of Community Learning to wellbeing and reducing isolation. This proposal would reduce the number by 233 learners.	
E&T 10,11,12, 13, 16,17,19		Introduction/ increase in charges for parking, residents permits, burial, cremation and pest control	This could have a negative impact on social contact and on the disposable income of some older people and consequently on their families.	£805k
E&T 23		Reduction in bus subsidies affecting selected evening bus services and removal of subsidy for Hyt he Ferry.	In general young and older people are more frequent users of bus services. Reduced evening bus services could impact on social integration with resulting knock on effects on health and well-being. Service P1 is mainly used by older people who are less mobile but many are travelling very short distances and each journey averages 5 people who do not have an alternative bus services on offer.	£404k
HLS 8		The amalgamation of the 2 existing Southampton Library mobiles (the Booksplus and Mobile Library) into a single service and the deletion of Saturday operations.	This will impact on the elderly who may not wish to visit after dark or cannot travel a distance to use the service and children whose ability to visit is limited by attendance at school.	£197k
HLS 10		Reorganise & restructure management and grounds maintenance operations.	The elderly and families with young children particularly benefit from the opportunity parks present for free, healthy and sociable recreation and exercise, and therefore may be disproportionately impacted by any significant reduction in maintenance standards of local parks and green spaces.	£580k
		Removal of Council Tax Discount for Over 65's	The 10% discount is only available to people aged over 65. Currently 8,246 households receive the discount. The proposal will lead to the majority of recipients having to pay an additional amount of Council Tax. At 2012/13 levels, excluding those receiving the single person discount, this equates to between £96.46 and £289.37 per annum depending on the band the property is in.	

Cumulative Impact of Proposals on children and young people:

Portfolio Ref	EIA No	Budget proposal	Negative/ <i>Positive</i> impact	Budget Savings 2013/14 (% of)
AS 12		Undertake cuts in the Supporting People programme, resulting in service reductions. To include reducing Supporting People housing related support to drug and alcohol users, women fleeing domestic violence, and personalisation payments for people with mental health problems.	Users are of all age groups from 18 upwards to 60. The largest concentration is for single people aged 25-45. Other specific services are available for people aged 16-21, including care leavers. These young people may already have chaotic lives and only recently left care and may have reduced support available to them.	£370k
AS 15		Mental Health: Drug Action Team - Reducing the commissioning budget to purchase services for drug users.	The DAT have recently taken on responsibility for commissioning services for young people from 14 upwards, to enable a seamless pathway between children and adults. The local strategy is to place a greater emphasis on young people. This reduction, along with the reductions in children's services, will mean reduced service provision for the younger age group and reduced capacity for any preventative treatment.	£105K
CS 1		Prevention: To reduce staffing and universal services available at the city's Children Centres	Impact on young women of loss of youth provision, especially those for communities that do not allow girls to mix freely, e.g., Newtown. The restructuring of Children Centres will shift some of the focus from the universal to a more targeted offer to those in greatest need. However, this is balanced by an investment to increase the availability of funded pre-school places for 2 year olds by 1,700 by 2015, alongside places funded for all 3 and 4 year olds. The use of an integrated assessment model and the shared expertise of the new Children and Family Centres should deliver improved outcomes for the most vulnerable families in the city.	£935k
CS 2		Efficiencies through the introduction of a pilot for families in 2013/14 to take responsibility for transporting their children to special schools with reimbursement.	<i>This proposal offers families greater financial support for helping their children get to school safely and securely, and could help to ensure that they then have greater flexibility in accessing out of school activities before and after the school day.</i>	£100k
CS5		Emergency Duty Team (EDT)	Children (0-17) at risk 'Out of Hours' will potentially require a service from EDT.	£31k
CS6		Fostering / adoption	Children may wait longer than is necessary for them to be provided with their permanent forever/right family. In the new Inspection Framework there is a new sub judgement around Permanence and	£39k

Cumulative Impact of Proposals on children and young people:				
Portfolio Ref	EIA No	Budget proposal	Negative/ <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			Adoption and a reduction in the management oversight may result in reduced performance in providing all types of placements for Children Looked After away from home. The Council's current Ofsted Action Plan (post last inspection) includes action to develop suitable accommodation for care leavers. A reduction in management oversight within the fostering service will affect service developments for care leavers and implementing 'staying put' (guidance) in foster care.	
CS7		Family Centres	<p>There is a risk that complex assessment and intervention, particularly in relation to cases within care proceedings, are not diluted through new working arrangements.</p> <p><i>All preventative services for families will be delivered from a local base.</i></p> <p><i>There will be better links between intensive specialist intervention and preventative services for families where there are child protection concerns.</i></p> <p><i>It will improve the experience of families in moving between universal, targeted and specialist focused services.</i></p>	£83k
CS8		Jigsaw Disability Service	Service is provided for children & young people aged between 0-24 years	£32k
CS9		Child and Adolescent Mental Health	If this service were to be reduced by almost half, it would significantly impact upon young peoples' mental health across the city. This could lead to an increase in the number of young people requiring care and increased inpatient admissions to hospital. There is no other capacity, in terms of numbers of staff, but specifically skills, to meet the complex emotional needs of these children and young people, many of whom are suffering post traumatic experiences as a result abusive parenting. A reduction in staffing of this proportion would result in eligibility criteria needing to being raised in recognition of a much reduced resource to meet the mental health needs of the children and young people concerned.	£60k
CS10		Children in Care services	All young people that the YOS deals with are over 10. Children and young people from 0 to 25 years who are supported by the Children	£53k

Cumulative Impact of Proposals on children and young people:				
Portfolio Ref	EIA No	Budget proposal	Negative/ <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			in Care and Pathways Service may be affected.	
CS 11		Safeguarding: The proposal is to close 'Our House' a small children's home for up to six children aged 8-12 years whose behaviour and therapeutic needs are such that they cannot live immediately within a family setting, and replace with personalised micro commissioning.	<i>Children will receive a higher quality placement which matches their needs with organisations that have achieved good or outstanding Ofsted outcomes.</i>	£628k
CS 17		Contracted services – Co-production of revised contracts with the third sector to achieve a 70% reduction within three years. A decommissioning process informed by an holistic impact assessment would seek to minimise the overall impact of these service reductions on critical key performance indicators.	All commissioned services that may be stopped or reduced have either direct or indirect effects disproportionately upon children and young people as opposed to adults or older people as they are services specific to this part of the population.	£1,000k
CS 18		Cease Council delivery of universal and targeted youth support services. Seek alternative providers and funders for open access youth provision.	A direct impact on young people aged 5-19 years who access community based support and services e.g. <ul style="list-style-type: none"> • Youth clubs • Supervised playgrounds • Targeted support, Access group • Young people struggling with transition to secondary school • Signposting NEETs • Participation activities • Intensive support to vulnerable young people who are attending our alternative learning provision • Community Task and Coordination Groups • The co-ordination of the Duke of Edinburgh Award programme. The diversionary and supportive nature of these services could result in an increased risk of young people being involved in anti-social behaviour, and reduce their ability to access work or lead to work.	£651k
COMM 1		Reduce running cost, supplies and services for regeneration and City Limits team- includes resources for projects.	Young working age residents and those aged 50+ are disproportionately vulnerable to unemployment in the current recession	£33k
COMM 4		Reduce the grants to voluntary organisations budget by approximately 7%	To follow	£125k

Cumulative Impact of Proposals on children and young people:				
Portfolio Ref	EIA No	Budget proposal	Negative/ <i>Positive</i> impact	Budget Savings 2013/14 (% of)
COMM 5		Reorganisation of Regeneration and Renewal Team to focus on accountable body and external funding work only	These activities will need to be picked up by external agencies or additional external funding secured	£102k
E&T 10		Parking Evening Charges	Much of the night time economy is supported by students and younger people. There will be an obvious financial impact on those people of all ages driving into the city in the evenings, but the proposed parking charges are the same as those for the daytime period. At the moment, the daytime economy is subsidising the night-time economy.	£300k
E&T 23		Reduction in bus subsidies to evening bus services, night buses and S1/S2 services and the Hythe Ferry	In general young and older people are more frequent users of bus services. Reduced evening bus services could impact on social integration with resulting knock on effects on health and well-being. Reduced night bus services could adversely affect young people and students who are more likely to use night bus services. Service S2 takes about 25 children to Spring Hill School from Northam and the city centre. The ferry is used by all ages. There is no information available to SCC on the age profile of customers. Currently concession prices are available for children up to 15 and families. It is not known what changes the ferry company may make to reduce costs if required and if these changes will impact on any particular age group.	£404k
E&T 24		Revert to national disabled bus pass scheme with no local enhancement	Young disabled people are much less likely to have an income and therefore may be discouraged from getting out, decreasing social mobility and inclusion.	£30k
HLS 5		Provide only web based visitor information services	The majority of young people using the service are foreign Students whose fluency in English may not be good and hence may need a mix of sign language and simple English to access Tourist Information	£46k
HLS 6		Closure of the Archaeology Unit	A young archaeology club is currently run by the team with potential loss of activity for 15 young people currently attending	
HLS 8a		Reduce opening hours by 15 hours a week in the Central, Bitterne, Shirley, Burgess Road, Portswood, Cobbett Road, Woolston, Lords Hill	A reduction in library opening hours will reduce availability for all users. This may impact on children (24% of users) whose ability to visit is limited by attendance at	£197k

Cumulative Impact of Proposals on children and young people:				
Portfolio Ref	EIA No	Budget proposal	Negative/ <i>Positive</i> impact	Budget Savings 2013/14 (% of)
		libraries and a reduction in activities for children and working in schools, adult learning, and a variety of professional activities supporting the quality of the service.	school. Activities for pre-school children in the form of storytimes and rhymetimes will be reduced.	
HLS 8c		The amalgamation of the two existing Southampton Library mobiles (the Booksplus and Mobile Library) into a single service and the deletion of Saturday operations.	47% of Booksplus users are under 5. Reduction to one library vehicle will limit availability for all users. Deleting Saturday operations will further reduce opportunities for families and children to access library services outside of school hours. Fewer activities and visits to venues for pre-school children will reduce the services contribution to early years work, literacy and school attainment across the city.	£197k
HLS 9		Delete all general support budgets for events	The majority of activity are family events	£25k
HLS 10		Reorganise and restructure grounds maintenance management and operations	Families with young children particularly benefit from the opportunity parks present for free, healthy and sociable recreation and exercise, and therefore may be disproportionately impacted by any significant reduction in maintenance standards of local parks and green spaces.	£580k

Cumulative Impact of Proposals on disabled people:				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
AS 1		Increase in Supported Housing capacity for OPMH clients at Graylings.	<i>This approach will promote independence, allowing the individuals to continue to live in their own home in the community</i>	£25k
AS 3		Alternative funding or reduction in reablement service.	<i>The positive impact of reducing the demand on long term care needs and improving quality of life by maximising individual capability will continue at its current level.</i>	£600k
AS 5		Reprovision of non personal/non time restricted tasks e.g. shopping, from existing domiciliary care providers to a volunteer service.	<i>Maintains current services for people who meet eligibility New models being developed which may widen the market for people to use their Personal budgets on</i> Clients having a range of providers rather than one Domiciliary care provider. This could be confusing and potentially lead to duplication The time commissioned from the new provider may not be sufficient to complete the whole task - there may be loss of efficiencies in having two carers.	£30k
AS 7		Learning Disability Development Fund	The service focuses on people with any level of learning disability and as such also includes those with complex needs. This group may include those with autism, mental health issues, physical needs and issues addressed with getting older. The impact however, will be minimal as the reductions would be in "backroom" spend.	£15k
AS 10/AS 11		Increase in income arising from proposed changes to the Non Residential Charging Policy & Increase in income from clients due to increase in benefits. To ratify a number of areas of current practice and make minor adjustments to the policy to ensure it supports personalisation.	Social care users have critical or substantial need generally associated with their disability. Some individuals may be required to contribute more <i>Supports the development of personalised service provision in adult social care Ensures policy fits with national guidance Ensures equity and fairness Some individuals will pay less</i>	£310k
AS 13		To end payment for the advice service to Older People managed by Age Concern Southampton & reduce SCA Day Care contract for Older Person's day care	A higher number of older people have disabilities than other age groups, so the impact is likely to be greater. Access to advice on issues from benefits to support will be	£59k

Cumulative Impact of Proposals on disabled people:				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			reduced, leading to many either failing to seek advice, contacting other agencies (increasing the pressure on these), or increasing the traffic to SCC health and Adult Social Care contact team. Failure to get good advice early on could increase risks to older people with disabilities.	
CS 2		Efficiencies through the introduction of a pilot for families in 2013/14 to take responsibility for transporting their children to special schools with reimbursement.	<i>The positive impacts of this proposal relate to offering families greater financial support for helping their children get to school safely and securely, and could help to ensure that they then have greater flexibility in accessing out of school activities before and after the school day.</i>	£100k
CS5		Emergency Duty Team (EDT)	Children with a disability are a more vulnerable cohort and could come to the attention of EDT if at risk 'Out of Hours'.	£31k
CS6		Fostering / adoption	Children with complex needs are a particularly hard group of children to place with carers, particularly those with a plan for permanence. Delays in carer assessment with reduced scrutiny will almost certainly detrimentally affect timescales for placement of disabled children.	£39k
CS8		Jigsaw Disability Services	The target group within Jigsaw is children with disabilities (CwDs). A reduction in staffing will affect the volume of CwDs and their families who can be supported. Eligibility thresholds will need to be re-visited and raised in order to address the reduction in staffing capacity and management oversight.	£32k
CS9		Child and Adolescent Mental Health	Significant impact upon young peoples' mental health across the city. This could lead to an increase in the number of young people requiring care and an increase in inpatient admissions to hospital. There is no other capacity, in terms of numbers of staff, but specifically skills, to meet the complex emotional needs of these children	£60k

Cumulative Impact of Proposals on disabled people:

Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			and young people, many of whom are suffering post traumatic experiences as a result abusive parenting. A reduction in staffing of this proportion would result in eligibility criteria needing to being raised in recognition of a much reduced resource to meet the mental health needs of the children and young people concerned.	
CS 11		Safeguarding: The proposal is to close 'Our House' a small children's home for up to six children aged 8-12 years whose behaviour and therapeutic needs are such that they cannot live immediately within a family setting, and replace with personalised micro commissioning.	Children with complex emotional needs, e.g. attachment disorders will be affected <i>Children will receive a higher quality placement which matches their needs with organisations that have achieved good or outstanding Ofsted outcomes.</i>	£628k
CS 17		Contracted services – Co-production of revised contracts with the third sector to achieve a 70% reduction within three years. A decommissioning process informed by an holistic impact assessment would seek to minimise the overall impact of these service reductions on critical key performance indicators.	A significant impact upon children and young people with a disability or long term ill health is likely to arise from reductions in support for short breaks and positive activities that provide respite and positive activities to themselves and their parents / carers. There is also likely to be a negative impact arising from reducing support to parents with disabled children upon quality of life and family stability. The removal of support for young carers is likely to have a negative impact upon adults with disabilities.	£1,000k
COMM 7		Removal of General Fund resources for City Limits Employment (53% of previous General Fund resources to be replaced by Housing Revenue Account funding).	In 2012/13, the target for disabled learners is 18%. This proposal would reduce the number by 210 learners	£133k
E&T 23		Reduction in bus subsidies affecting selected evening bus services and removal of subsidy for Hythe Ferry.	People with limited mobility may find it difficult to travel if they have to go further to access alternative commercial bus services.	£404k
E&T 24		Revert to national disabled bus pass scheme with no local enhancement	Up to 1,400 people currently entitled to free off peak bus travel will be unable to renew their bus pass. Having to pay for travel could lead to less travel, increased isolation, increased financial hardship. It is estimated that about	£30k

Cumulative Impact of Proposals on disabled people:

Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			half of these passengers could be entitled to the national disabled bus pass.	
H&LS 8		Reductions in Library service	Reduction in opening hours will reduce availability for all users. 24% of customers, according to the 2011 survey, consider themselves to have a disability. This very high level suggests that options to travel to other libraries may be less for a significant part of the customer base	£197k
H&LS 10		The amalgamation of the 2 existing Southampton Library mobiles (the Booksplus and Mobile Library) into a single service and the deletion of Saturday operations.	Reduction to one library vehicle will reduce availability for users to access library services. Both vehicles have lifts enabling disabled people to access library services, operate in Priority Neighbourhoods and have scheduled stops at day care centres and schools. e.g. Sembal House, Ridgway House, Mencap, Awaaz and the Deaf Association	£197k
		Removal of Council Tax Discount for Over 65's	In general levels of disability increase with age. Disabled people aged over 65 who are not in receipt of Council Tax Benefit will be disproportionately affected by this proposal. However, as Council Tax Benefit, and its local successor, is means tested the poorest pensioners, including those with disabilities, are, and will continue to be eligible for benefits that contribute towards paying their Council Tax.	

Cumulative Impact of Proposals: Race, religion or belief				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
RACE ONLY				
AS 14		Reducing the contract values to provide specific support for HIV/Aids	African-born heterosexual men and women have a greater prevalence (more than double those born elsewhere) of HIV infection (HIV in the UK Report 2011)	£33k
E&T 22		Introduce a chargeable garden waste collection service and provide service from March - November.	Residents have difficulty understanding how the garden waste collection scheme operates due to language barrier.	£542k
HLS 2		Kanes Hill - Charges to be reviewed to ensure water and electricity are charged to plot holders at the required rate.	Increases in charges are being directed at the specific racial group due to the nature of the site and its occupation. However, the need to increase the charges highlights that this group has benefited from charges that are lower than other Council residents	£18k
RACE, RELIGION OR BELIEF				
CS 1		Early Years & Children's Centres	Impact if BME or some white groups (e.g. Polish) cease to access services.	£935k
CS 18		Youth Support - Cease Council delivery of universal and targeted youth support services	Newtown and Northam youth centres have high attendances by young people from the BME communities. Young people whose culture doesn't allow for them to 'go out' are allowed by parents to attend youth club sessions. <i>This proposal could ensure that communities become more engaged in supporting young people who are looking for local activity.</i>	£651k
E&T 14		Shared use of on street parking bays for resident parking	There are demands (particularly in Zone 4) for parking close to places of worship at certain times of the week and day. The proposal is that where there are 'Permit Holder Only' bays, that these bays are changed to allow parking by non permit holders only for a limited period of time. This could impact upon the residents who live close to places of worship in Newtown / Nicholstown experiencing problems with parking at times. <i>Shared bays would overcome difficulty in parking for those people attending daytime prayer sessions, and allow them to park for a limited period of time while doing so.</i>	

Cumulative Impact of Proposals: Race, religion or belief				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
E&T 23		Reduction in bus subsidies affecting selected evening bus services and removal of subsidy for Hythe Ferry.	Service S2 transports catholic children from Northam and the city centre to Springhill Primary School	£404k

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Cumulative Impact of budget proposals on gender:				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
AS 10 & AS 11		Increase in income arising from proposed changes to the Non Residential Charging Policy & Increase in income from clients due to increase in benefits.	There is a higher proportion of clients who are women	£310k
AS12		Undertake cuts in the Supporting People programme, resulting in service reductions. To include reducing Supporting People housing related support to drug and alcohol users	Higher proportion of males access the service reflecting the demographics of problematic drug use. The availability of the service in people's homes increases the potential accessibility to women – which may have been reduced by the requirement to attend open sessions/day centres for specific drug services. The ending of this support will reduce this access. Possibility that many may increase their drug use again, leading to more work for drug services.	£370k
AS12		Undertake cuts in the Supporting People programme, resulting in service reductions. To include reducing Supporting People housing related support to people with mental health problems	More males are in accommodation than females – figure of more than 2:1. There is a need for more self-contained accommodation to be available to this group, which could make it a better choice for women.	£370k
AS 12		Undertake cuts in the Supporting People programme, resulting in service reductions. To include reducing Supporting People housing related support to single people who are homeless	More men than women use the single people services – a ratio of approximately 3:1. However, the proportion of single women becoming homeless is increasing, and more women-only units are being made available. This proposal will only impact on longer term needs, as one service will not be recommissioned following refurbishment.	£370k
AS 12		Undertake cuts in the Supporting People programme, resulting in service reductions. To include reducing Supporting People housing related support to women fleeing domestic violence by confirming a reduction in bed spaces, and ending Supporting People funded outreach support	Service open to women only.	£370k
AS 14		Reducing the contract values to provide specific support for HIV/Aids	Both men and women are vulnerable to this issue. Loss of networks presents a risk of reduced access to good quality information.	£33k

Cumulative Impact of budget proposals on gender:				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			<p>African born women in the UK are more than twice as likely to have contracted the HIV virus that those who were born elsewhere (HIV in the UK Report 2011)</p> <p>Among heterosexuals, men in the UK are more likely to be unaware of their HIV infection than women, which demonstrates the effective of antenatal screening programmes.</p>	
AS 15		Mental Health: Reduce Drug Action Team (DAT) Commissioning budget	<p>The reduction will impact on both men and women but women often have a range of additional needs in relation to their caring and family responsibilities. The impact across a range of services, including carers support, and reduced ability to commission flexible services may impact more on women.</p> <p>Reduced investment can require a greater focus on 'block' services rather than individually tailored services, as these are often lower unit cost. This impacts disproportionately on people who have more complex needs and who also have caring and family responsibilities which make it more difficult to access services at certain times and locations.</p>	£105k
CS 1		Early Years & Children's Centres	<p>The adult take up of services is predominantly women, many of whom are lone parents. Many of these women live in the most deprived areas, experience post natal depression and might be subject to domestic violence.</p>	£935k
CS 18		Youth Support - Cease Council delivery of universal and targeted youth support services	<p>2153 Youth interventions of various types were offered for boys in 1 quarter, 883 for girls</p>	£651k
E&T 23		Reduction in bus subsidies affecting selected evening bus services and removal of subsidy for Hythe Ferry.	<p>Evening bus services are frequented more equally by men and women than daytime services such as the P1 which are more likely to be used by women.</p> <p>Proposal could result in more people having to walk further from a bus stop to their home in the evening.</p>	£404k

Cumulative Impact of budget proposals on gender:

Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			This could have an impact on safety and fear of crime, particularly for women.	
COMM 5		Reorganisation of Regeneration and Renewal Team to focus on accountable body and external funding work only	The Team supports specific activities for unemployed women. These activities will need to be picked up by external agencies	£102k
COMM 7		Removal of General Fund resources for City Limits Employment (53% of previous General Fund resources to be replaced by Housing Revenue Account funding).	Because Community Learning is undersubscribed by male learners on a local, regional and national basis, the target for male learners for 2012/13 is 35%. The proposal would reduce male learners by 408, and female by 757.	£133k
		Removal of Council Tax Discount for Over 65's	There are more women over 65 than men over 65 in Southampton. This proposal will therefore disproportionately impact on women; particularly single women	

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Cumulative Impact of Proposals: Sexual orientation, gender reassignment, marriage & civil partnership and pregnancy & maternity				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
Sexual Orientation				
AS 14		Reducing the contract values to provide specific support for HIV/Aids	Although all groups can be affected by AIDS, and there has been an increase in infection among heterosexuals, including women, the focus is still on homosexual men. There is significant risk that good quality information and support will be limited. Loss of networks presents a risk of reduced access to good quality information. HIV in the UK Report 2011 states that men who have Sex with Men are at least twice as likely than a heterosexual man to suffer with HIV, with around a third estimated at being undiagnosed.	£33k
Gender Reassignment				
Pregnancy and Maternity				
AS 14		Reducing the contract values to provide specific support for HIV/Aids	There is a significant risk that women who are HIV+ (and particularly who are pre-diagnosis) may give birth to babies with HIV, which would have significant cost implications for Health Services. Loss of networks presents a risk of reduced access to good quality information.	£33k
AS 15		Drug Action Team –Reducing the commissioning budget to purchase services for drug users	Women who are pregnant or who have children are often reluctant to approach statutory services due to the fear of child protection proceedings. The current funding arrangements include a joint post across children and adult services in order to proactively engage women in these situations. Reduced investment may put specialist posts like this at risk, as a considerable amount of the post time is taken in networking and promotional activities and remaining funding will need to be targeted on case holding activities in order to meet national targets.	£105k
CS 17		Contracted Services - Co-production of revised contracts with the third sector to achieve a 70% reduction within three years.	The proposals may have some impact upon pregnancy and nursing mothers, for example in reduced funding for teenage pregnancy and sex and relationships education. A large number of young people are using Youth Services to access sexual health information and supplies.	£1,000k

Cumulative impact of proposals on community safety				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
AS 12		Undertake cuts in the Supporting People programme, resulting in service reductions. Housing related support to drug and alcohol users	Fewer support services for drug users could result in increased offences, as there is less support available at the time needed by the user. The fact that this service works with people in their own homes could increase issues in some parts of the city, if drug use increases as a result of the reduction in service.	£370k
AS 12		Undertake cuts in the Supporting People programme, resulting in service reductions. Housing related support to people with mental health problems	Fewer support services for some individuals with mental health problems could result in offences, as there is less support available at the time needed by the user.	£370k
AS 12		Undertake cuts in the Supporting People programme, resulting in service reductions. Housing related support to single people who are homeless	Reducing outreach provision could mean fewer cases of single homelessness being prevented. This would increase pressure on services, and could result in increased homelessness which in turn can increase crime both by and to people sleeping rough	£370k
AS 15		Mental Health: Reduce Drug Action Team (DAT) Commissioning	A reduction in drug treatment services may impact negatively on community safety and crime rates as it is well documented that substance misuse is a significant contributor to crime and anti-social behaviour. The impact will be seen in the night-time economy where savings in other areas mean that initiatives such as the Ice Bus, Street Pastors and safe and Sound are also at risk. The DAT has been approached to pick up funding in these areas. There may also be impact on more prolific offending – to finance drug use.	£105k
CS 1		Early Years and Children's Centres	This service aims to achieve better long term outcomes for children which can include anti social behaviour activity and a subsequent possible spiral into criminal activity.	£935k
CS5		Emergency Duty Team (EDT)	If the EDT service is not robustly managed, there is the potential that out of hours interventions will be less efficient and timely, and this could lead to increased risk for children and young people in the community.	£31k
CS6		Fostering / Adoption	Provision of Adoption Support Services is mandatory but requires 'ringfencing' in the overall provision of adoption services. Families at risk of adoption breakdown may not have their support needs met in a timely way and this, in	£

Cumulative impact of proposals on community safety				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			turn, could result in adoption breakdown and a negative impact on the community, particularly in respect of adolescents. Family breakdown could result in a 'care arrangement' as adopted adolescents whose family breaks down are often rejected by the entire family network and their birth families are no longer available.	
CS7		Family Centres - Efficiencies through delivery of all family based social care activity from the Children's Centres	<i>People who would ordinarily have gone to Forest View and Bitterne Family Centres should be able to access services more locally. This could result in greater engagement and compliance, potentially reducing child protection concerns.</i>	£83k
CS9		Child and Adolescent Mental Health	A range of behaviours can become prevalent if mental health needs remain unmet. Offending behaviour in young people is one such behaviour and this will adversely affect communities.	£60k
CS10		Children in Care Services	Children in Care and Pathways teams have an important role in promoting community safety and managing young people who are involved in crime and anti social behaviour. Reduced management oversight.	£53k
CS 11		Safeguarding: The proposal is to close 'Our House' a small children's home for up to six children aged 8-12 years whose behaviour and therapeutic needs are such that they cannot live immediately within a family setting, and replace with personalised micro commissioning.	Reduced support for children complex needs and behavioural disorders could adversely affect the community in terms of the impact of their actions. The loss of the building reduces the authority's capacity to respond to the presenting needs of children who need group care for a period of time.	£628k
CS 17		Contracted Services - Co-production of revised contracts with the third sector to achieve a 70% reduction within three years.	There are very vulnerable service user groups supported by some service providers that are potentially under threat. Some increased risk of anti-social behaviour might be anticipated from cuts in targeted youth provision and school pastors, though the specific evidence base for showing this is not strong.	£1,000k
CS 18		Youth Support - Cease Council delivery of universal and targeted youth support services	The service currently supports the Breakout Youth Project with a venue for the weekly meeting free of charge. Youth workers make a contribution to Community Safety through the provision of opportunities for young people and targeted support. Groups of young people attend sessions on community safety with PCSO's in their youth groups.	£651k

Cumulative impact of proposals on community safety				
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			Youth workers attend CTCG meetings to co-ordinate support to young people at risk of antisocial behaviour. This work would cease. No work will be undertaken with children and young people who are part of Families Matter programme	
COMM5		Reorganisation of Regeneration and Renewal Team to focus on accountable body and external funding work only	The service supports organisations to gain funding to deliver services for communities facing deprivation, as well as targeting employment support for those areas.	£102k
COMM 7		Removal of General Fund resources for City Limits Employment (53% of previous General Fund resources to be replaced by Housing Revenue Account funding).	The loss of posts may have an impact on delivery for area of service delivery as CLE deliver projects supporting NEETS, short-term offenders, and repeat offenders. The proposed loss of staff will reduce the capacity of managers/supervisors to support delivery and secure further external funding.	£133k
E&T 8		Various measures including - improving efficiency of waste collections, policy changes at the Household Waste Recycling Centre and reductions in waste disposal costs.	Possible increase in fly tipping across the city.	£357k
E&T 10		Introduction of evening parking charges	There may be some safety issues if drivers choose to park outside of the city centre at night and walk to and from the city centre.	£300k
E&T 12		Charge for First Resident's Permit	Residents who choose not to purchase a permit could have to walk further to their house.	£115k
E&T 23		Reduction in bus subsidies affecting evening bus services, night buses and the S1/S2 services plus the Hythe Ferry	Reduced frequency of night bus services could mean that dispersal from the city centre NTE takes longer with resulting impact on crime and ASB. Proposal could result in more people walking further from the bus stop to their home in the evening.	£404k
HLS 2		Kanes Hill - Review of charges and management resources for the site	Reduced management resources could have an impact on the wider community if the site does not have sufficient supervision	£18k
HLS 8		Reduce opening hours by 15 hours a week in the Central, Bitterne, Shirley, Burgess Road, Portswood, Cobbett Road, Woolston, Lords Hill libraries	Reduction in opening hours will reduce availability for all users. Libraries offer a place where people who might otherwise fall into anti-social behaviour can use their time productively. The reduced	£197k

Cumulative impact of proposals on community safety				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			hours will limit the ability of the service to act as a diversion in this way.	
HLS 8		The amalgamation of the 2 existing Southampton Library mobiles (the Booksplus and Mobile Library) into a single service and the deletion of Saturday operations	Reduction will reduce availability for all users. Libraries offer a place where people who might otherwise fall into anti-social behaviour can use their time productively. Both vehicles visit priority communities where levels of anti-social behaviour are high in places.	£197k
HLS 10		Reorganise & restructure management and grounds maintenance operations	Reduced standards of maintenance and less money available for the upkeep of parks infrastructure could be perceived as parks being less well cared for. If not carefully managed this potential, combined with a reduction of a visible staff presence in parks could lead to an undermining of the public's perception of parks as safe places to be and potential increases in levels of ASB.	£580k
HLS 11		Reorganise and restructure the street cleansing service with reduced management and operational staff, fleet resources and move to a primarily reactive cleansing service model.	Lower levels of environmental cleanliness have been demonstrated to clearly link to heightened levels of crime and ASB (the 'broken windows' theory).	£400k
HLS 12		Restructure the operational arrangements of the Natural Environment and Tree Management teams	Reduced events could lead to degradation of area and peoples interest in their local green spaces increasing ASB	£129k
		Removal of Council Tax Discount for Special Constables	The removal of the Special Constable Council Tax discount may discourage residents from applying to become Special Constables and could encourage some existing Special Constables to resign or seek a transfer out of Southampton. This could decrease levels of public reassurance across the City in relation to crime and anti-social behaviour, and reduce the capacity to police Southampton especially if it is coupled with other issues like cuts to policing budgets impacting on the frontline.	

Cumulative impact of proposals on poverty				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
AS 7		Reduce the Learning Disability Partnership Board budget	Many of the Board members with a learning disability receive benefits. The board has held meetings to understand the impact of benefit changes on the wider community and also respond to government strategies. It therefore acts as a place to receive information and feed this on to the appropriate service	£15k
AS 10 & 11		Increase in income arising from proposed changes to the Non Residential Charging Policy Increase in income from clients due to increase in benefits.	Many individuals who receive social care support are on fixed incomes such as pensions or state benefits. Some individuals may be required to contribute more	£310k
AS 12		Undertake cuts in the Supporting People programme, resulting in service reductions. To include reducing housing related support to drug and alcohol users	Users accessing services are often receiving benefits. The service helps with benefit and income maximisation while the individual is at home. There is specific support to help people back into employment that will no longer be available, reducing access to work.	£370k
AS 12		Undertake cuts in the Supporting People programme, resulting in service reductions. To include reducing support to people with mental health problems, single people who are homeless, women fleeing domestic violence	Users accessing are often receiving benefits. The service helps with benefit and income maximisation.	£370k
AS 13a		Advice and Information / Day Care contract - End payment for the advice service to older people managed by Age Concern Southampton	Users accessing services are often receiving benefits. The service helps with benefit and income maximisation. Reduction in the availability of advice to older people in the community may mean a range of issues not being addressed. This could result in a lack of signposting to other agencies potentially putting some older people at risk.	£59k
AS 13b		Advice and Information / Day Care contract - Reduce Older Person's day care budget by £40k per annum	Many individuals receiving day care are in poverty and are socially isolated. The intention is not to change access to the service. The rationalisation of services affects weekends only, and is normally focused on respite provision.	£59k
AS 14		Reducing the contract values to provide specific support for HIV/Aids	People with HIV can still face discrimination in the workplace. The current contracts provide both employment and benefits/income advice. There is a risk that some of the specialist knowledge could be lost, reducing access to both employment and benefits. Loss of networks presents a risk of reduced access to good quality information.	£33k

Cumulative impact of proposals on poverty				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
AS 15		Mental Health: Reduce Drug Action Team (DAT) commissioning budget	Any reduction in services may impact on the number of individuals achieving recovery and abstinence – people who have drug problems have considerable issues around poverty which treatment addresses.	£105k
CS1		Early Years & Children’s Centres	High number (55%) of under 5s living in poverty (IDACI 2010). Reduction in service delivery may affect the services flexibility to focus on reduction in inequalities which disproportionately affect families living in poverty.	£935k
CS7		Family Centres	<i>People who would ordinarily have gone to Forest View and Bitterne Family Centres should be able to access services more locally. This will reduce the need to travel to access services.</i>	£83k
CS15		Management redesign and centralisation of support teams	The main impacts relevant to children and young people affected by poverty would be a loss of capacity in relation to the detailed understanding of outcomes for groups in poverty, such as families on free school meals, in deprived localities and disproportionately clients of intensive social care support who are more likely to be from low income households.	£993k
CS 17		Contracted services – Co-production of revised contracts with the third sector to achieve a 70% reduction within three years. A decommissioning process informed by an holistic impact assessment would seek to minimise the overall impact of these service reductions on critical key performance indicators.	The proposals are likely to impact disproportionately upon children, young people and families living in poverty by removing or reducing a range of services that people on low incomes have less scope to make alternative provision for the loss of than families with greater access to disposable income. The specific impact of the funding proposals would tend to be specific to people in poverty who use the services rather than to all people living in poverty. Targeted youth provision is not limited to children living in poverty, though it is targeted to areas where social need is thought to be higher. The withdrawal of these services is likely to disproportionately affect these groups.	£1,000k
CS 18		Youth Support - Cease Council delivery of universal and targeted youth support services	No work will be undertaken with children and young people who are part of the Families Matter programme or who have been identified through the common assessment process. Community based play and youth	£651k

Cumulative impact of proposals on poverty				
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			provision is either free or at low costs. Any new independent providers may need to charge for provision impacting on the poorest families in the city.	
COMM 1		Reduce running cost, supplies and services for regeneration and City Limits team- includes resources for projects.	Some reduction in Job Club provision may result in a reduced access to employment for those already finding it difficult to find work.	£33k
COMM 2		Fund Skills Team from Adult Learning Grant. £90,000	There is a target for 30% from priority areas: the proposal would reduce the number by 350 learners. 40% of delivery is aimed at those with few or no previous qualifications. The proposal would reduce the number by 466 learners.	£90k
COMM 5		Reorganisation of Regeneration and Renewal Team to focus on accountable body and external funding work only	The work of the Team contributes to reducing poverty by upskilling and empowering residents to move into the labour market. The teams work also informs partner organisation with labour market information, demand and supply.	£102k
COMM 7		Removal of General Fund resources for City Limits Employment (53% of previous General Fund resources to be replaced by Housing Revenue Account funding).	A proven methodology to reduce poverty is to upskill, motivate and support unemployed residents. A reduction in staffing may affect delivery. In 2011/12 476 disadvantaged clients were supported into; Paid work: 138 Voluntary work:126 Training: 212	£133k
E&T 22		Introduce a chargeable garden waste collection scheme and provide service from March to November	Residents will have to pay for a service which previously was free. Residents in deprived areas are twice as likely not to own a car.	£542k
E&T 8		Various waste measures - including merging flat collections and trade waste services Waste collection efficiencies through route optimisation	If there any problems with build up of waste during the transition of the merger this is most likely to be in areas of deprivation. Residents in areas of deprivation have shown to be slower to comply with changes to collections days potentially leading to public health concerns if there is any continued build up of waste.	£357k
E&T 10		Parking Evening Charges	This proposal will impact on those drivers who are on very limited income, and employees who work as part of the night time economy who may not be very well paid.	£300k
E&T 11		Introduction of charges at district centre car parks	<i>There is a high demand for spaces, particularly in Bitterne and Shirley, so a nominal hourly charge will encourage</i>	£70k

Cumulative impact of proposals on poverty				
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			<i>turnover of spaces in support of local businesses.</i> Will impact most on local workers who are among the poorer paid.	
E&T 12		Charge for first resident's permit	<i>Only residents with a permit scheme in place will now be required to contribute.</i> This will affect residents on lower income living in areas where there are resident parking zones.	£115k
E&T 13		Review of car parking charges	Would impact on the lower paid, and those on low fixed incomes	£250k
E&T 16		Increase burial fees	Would impact those on lower incomes who may find it difficult to fund funeral arrangements	£15k
E&T 17		Increase pest control fees	Approximately 40% of customers are on benefits and may struggle to fund increased fees. As a higher number of people on benefits live in the more deprived areas of the city there are more increased public health risks for vulnerable residents.	£5k
E&T 18		Increase registration fees for ceremonies	Will impact more on the lower paid residents and those on fixed lower incomes who are more concentrated in the more deprived areas of the city.	£10k
E&T 19		Increased cremation fees	Most likely to impact on those who are unable or find it difficult to fund funeral arrangements.	£50k
E&T 23		Reduction in bus subsidies to evening bus services, night buses and S1/S2 services and the Hythe Ferry	Bus users tend to be from lower income groups who are twice as likely not to own a car. Reducing bus services could mean more expensive modes of transport are required with resulting financial implications. People living in the most deprived areas of the city are twice as likely not to own a car. A reduction in bus routes in these areas could potentially lead to increased social isolation if people cannot afford alternative transport or have more difficulty getting to a bus stop which is further away. The impact of merging services S1 and S2 into one interpeak only service will mean that the freedom to travel to the RSH and across the whole day will be reduced. This will affect a considerable number of concessionary pass holders from the most deprived areas. The proposal will	£404k

Cumulative impact of proposals on poverty				
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			<p>however, continue to provide access to essential services such as doctors surgeries, hospitals and local district centres during most of the day. It is not known what changes the ferry company may make to reduce costs if necessary and if these changes will impact on the cost of ferry prices. Concessions currently exist for young people, families and those holding a disabled or senior citizen's bus pass. Increased prices may reduce social mobility and reduce employment opportunities for lower income groups particularly alongside the welfare reforms due to be implemented in 2013.</p>	
E&T 24		Revert to national disabled bus pass scheme	<p>Disability Living Allowance is not means tested. However, for disabled people on a low income the removal of free bus travel could result in significant additional expenditure that could make accessing work, social engagements harder. This is estimated to affect around half of the current bus pass holders (circa 700). Twice as many residents in the most deprived areas of the city are receiving incapacity benefits.</p>	£30k
HLS 5		Provide only web based visitor information services	<p>Socio-economic status makes a big difference to internet access. 92% of AB households have internet access whilst only 63% of category DE households have the internet. Other services have discrete plans to engage with target groups, this service is focused on attracting visitors to the City</p>	£46k
HLS 2		Kanes Hill – Review of charges and management resources for the site	<p>Charges for water and electricity will need to be increased above the normal rate to realign charges to cost of service provided. For some this increase has the potential to cause issues to household budgets</p>	£18k
HLS 8		Reduce opening hours by 15 hours a week in the Central, Bitterne, Shirley, Burgess Road, Portswood, Cobbett Road, Woolston, Lords Hill libraries and a reduction in activities for children and working in schools, adult learning, and a variety of professional activities supporting the quality of the service.	<p>Libraries are mainly a free service and any reduction in their availability is likely to be more keenly felt by people on low income. In particular, libraries offer a place where children can spend their time at no cost to their parents. The reduction in learner sessions, which are free for beginners, in the use of IT may disproportionately impact on people on low incomes. The loss of free internet</p>	£197k

Cumulative impact of proposals on poverty				
Portfolio Ref	EIA No	Budget proposal	Negative / <i>Positive</i> impact	Budget Savings 2013/14 (% of)
			access will also impact on people with low incomes.	
HLS 8		The amalgamation of the 2 existing Southampton Library mobiles (the Booksplus and Mobile Library) into a single service and the deletion of Saturday operations.	Libraries are mainly a free service and any reduction in their availability is likely to be more keenly felt by people on low income. The 2 vehicles are the focus for the library service's outreach work to sections of the community in Southampton who find access to services challenging. In particular, libraries offer a place where children can spend their time at no cost to their parents. Both vehicles visit priority communities where levels of deprivation are high.	£197k
HLS 9		Reduction in Events Team	Many of the events organised by the events team are free to enter. Remaining events are more likely to be commercial and any charges for entry may disadvantage those on lower incomes.	£25k
HLS 10		Reorganise & restructure management and grounds maintenance operations	Individuals or families on low incomes particularly benefit from the opportunity parks present for free, healthy and sociable recreation and exercise, and therefore may be disproportionately impacted by any significant reduction in maintenance standards of local parks and green spaces.	£580k
HLS 11		Reorganise and restructure the street cleansing service with reduced management and operational staff, fleet resources and move to a primarily reactive cleansing service model.	Areas of the city with higher indices of social deprivation tend to need higher resource inputs to achieve standards of cleanliness on a par with those delivered in more prosperous neighbourhoods, and could be disproportionately affected by reductions in service budgets. Areas within the centre of the city with high representation of students, new communities, and HMO's have historically required proactive daily clean-throughs due to high number of incidents of littering, fly tipping and graffiti. 25% reduced staff resources will reduce frequency of visits from daily to a maximum of 2 to 3 clean clean-throughs per week, dependent on resource pressures elsewhere in the city centre.	£400k
HLS 12		Restructure the operational arrangements of the Natural Environment and Tree Management teams	Charging for certain 'rides' at events could disadvantage those on lower incomes	£129k

Cumulative impact of proposals on poverty				
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LEAD 6		City Development - Deletion in posts and supplies & services	It cannot be predicted if there will be less investment and jobs due to reduced capacity to support developments. However, any reduced input could result in missed opportunities which ultimately may impact on the long term economic prosperity of the city.	£64k
		Removal of Council Tax Discounts for Over 65's	<p>Currently the total value of the 10% discount for over 65's in Southampton is over £940,000 per annum. This proposal would remove this discount leading to the majority of existing recipients of the discount being charged more for their Council Tax.</p> <p>This increased cost will clearly impact on all those in receipt of the discount now. However, those residents in receipt of Council Tax Benefit, predominantly those with the lowest incomes in the City, will still receive a local Council Tax Benefit if this proposal is approved, thereby protecting them from the impact of this proposal.</p>	

Appendix 2: Equality Impact Assessments

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