

**Budget Proposals 2014/15
Equality and Safety Impact Assessment**

Equality and Safety Impact Assessment - Introduction and Overview

Introduction

1. Southampton City Council, in line with its statutory responsibilities, undertakes Equality and Safety Impact Assessments (ESIAs) 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. This document draws, into one place, a summary of the Equality and Safety Impact Assessments for the 2014/15 budget proposals that require them.
3. It should be noted that:
 - Some proposals are dependent on service reviews or wider policy changes. This means the full impact will not be known for some time.
 - The cumulative impact on staffing will be completed once all budget related structures and role changes have been developed and consulted on.
4. It is important to highlight that there have been fewer impacts identified in the Cumulative Impact Assessment compared to previous years. This is because:
 - A high percentage of the proposals are efficiencies and do not have any disproportionate impact for people, within the equalities legislation.
 - A large proportion of the budget proposals for 14/15 affect mainstream, universal or back office services by delivering efficiencies, service reductions, generating additional income and use of new funding streams. Mitigating actions include re-shaping services to target more efficiently to reduce the potential of disproportionate impacts on equalities groups and community safety.
 - ESIAs will be completed and made available for proposed reviews as part of each review process.
 - Consultation was undertaken with residents and stakeholders on priorities and on the draft budget proposals in two stages between October 2013 and January 2014. Feedback has been incorporated into the relevant individual Equality and Safety Impact Assessments and reflected in this Cumulative Impact Assessment.
 - Potentially the most significant impacts relate to proposals for adult social care which is part of the council's Transformation Programme. The service design for adults aims to help people remain independent for a longer period and improve outcomes. While there may be issues of getting used to changes and new services and new ways of accessing services, they are designed to have positive outcomes.
5. As the budget proposals seek to achieve savings in excess of £19.4M in 2014/15, it is important to fully understand the impact of this on equalities groups (identified in paragraph 12) and community safety. The City Council, working with others, will need to take action to mitigate the collective impact of any such proposals.
6. This assessment does not include those where savings are to be made in 2015/16 or new proposals (further options).
7. This assessment is being carried out against the backdrop of the welfare reforms, a number of which have been implemented since 2011 and the programme continues through to 2017, when the roll out of Universal Credit is scheduled to be fully implemented. In general, the welfare reforms affect households with working age people on benefits - including people in

work on low incomes. There are data limitations around claimant information which mean analysis of the cumulative impact of the reforms on households with particular characteristics is not possible but available evidence suggests that larger families, households with a disabled person and women are some of the 'hardest hit'. Southampton City Council is mindful of this and has completed a Scrutiny Inquiry into the impact of the reforms locally, has ring-fenced government funding to deliver a local model of welfare provision and identified an additional one-off sum of £128,000, as well as working with partners to access additional funds for advice and information services.

Legal Framework – Equalities

8. The Equality Duty, section 149 of the Equality Act, came into effect on 5th April 2011 and places a duty on all public bodies and others carrying out public functions.
9. 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 councils not to discriminate against any person on the basis of a protected characteristic such as disability. The legislation strengthened existing provisions about discrimination to also include associative and perceptive discrimination as well as direct and indirect discrimination.
10. Direct discrimination occurs when a rule, policy, practice offers less favourable treatment to a group and indirect discrimination occurs by introducing a rule, policy or practice that applies to everyone but particularly disadvantages people who have a protected characteristic. 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.
11. 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.
12. The Public Sector Equality Duty (the 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.

13. 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 organisation's activities could have on different people and a record of how decisions were reached. Producing an Equality Impact Assessment post decision making is non compliant with the Equality Duty. For this reason the council requires adherence to the existing impact assessment framework.

Legal Framework - Community Safety

14. 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.

15. 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. This means consideration must be given to the likely impact on crime and disorder in the development of any policies, strategies and service delivery. This responsibility affects all employees of the council.

16. This responsibility is summed up by guidance issued by the Home Office. This guidance 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'*.

Scope and our approach

17. This assessment identifies areas where there is a risk that changes resulting from individual budget proposals for 2014/15, may have, when considered together, a negative impact on particular groups.

18. It is important to note that this is an ongoing process. As individual budget proposals are developed and implemented, they will be subject to further assessment. This assessment also describes mitigating actions that will need to be considered.

19. The council's approach on impact assessment is designed to demonstrate that the council has acted over and above its statutory duties, as the council is committed to considering the impact on poverty. In order to inform decision-making on the budget proposals the council has taken the following steps:

- Managers have identified which proposals they think require an Equality and Safety Impact Assessment (ESIA).
- All the budget proposals were screened independently by a group of officers to check whether or not an ESIA was required. This was based on an assessment of whether or not they were likely to have a disproportionate equalities impact on particular groups of residents, or have implications for community safety or increasing poverty.
- This resulted in a list of proposals for which an ESIA was clearly required and those for which further detail needed to be gathered before making a decision.

- As a result of the screening, ESIA's have been produced for every proposal that is deemed to have required one. These primarily focus on the impact of proposals on residents and service users.
- An initial high level Cumulative Impact Assessment of the budget proposals was presented to Cabinet and the Council's Management Team on 31st October 2013. This was based on proposals available as of 13th October 2013 to give Councillors and senior officers an early indication of likely cumulative impacts on particular groups, along with community safety and poverty implications.
- This Cumulative Impact Assessment has subsequently been developed based on final draft proposals and detail of individual ESIA's. It has also been informed by the feedback from residents and stakeholders as part of the public budget consultation.

City Profile

20. This Cumulative Impact Assessment must be considered in light of the city's profile, service users and non-users, staffing profiles as well as the proportion of the council's budget that is currently spent on targeted groups or communities.

21. The 2011 Census provides a range of data about the city that is not collected elsewhere. This census was the first opportunity since the last census in 2001, to look at the ethnicity of residents in detail. Southampton has a diverse population with a higher proportion of residents born outside the UK than any of our comparator cities.

- The city's population profile comprises 236,900 total residents
- There are 117,400 females and 119,500 males, a 49.6% to 50.4% split
- 77.7% of residents are white British (compared to 88.7% in 2001)
- Our 'Other white' population, which includes migrants from Europe, has increased by over 200% (from 5,519 to 17,461)
- The largest percentage increase is in our 'other Asian' population, which has increased from 833 to 5,281 people
- It is estimated that there are 26,929 residents whose main language is not English; of these 717 cannot speak English at all and a further 4,587 do not speak it well
- 4,672 residents in Southampton are aged 85 or over, of whom 834 are in bad or very bad health AND have a long term illness or disability
- The proportion of households in privately rented accommodation has increased from 15.6% to 23.4%
- We have low rates of owner occupation and high rates of social housing and private renting: 3.6% of households are defined as overcrowded (compared to 8.7% nationally)
- The percentage of 16-74 year olds who were economically active increased from 64.4% in 2001 to 68.4% by 2011
- The city has low proportions in managerial and professional occupations; higher proportions in elementary occupations and relatively low proportions of unemployed people.

22. People's vulnerability to, and experience of, poverty differs significantly. The Index of Multiple Deprivation (IMD) 2010 focuses on the geographical profile of poverty but there is also a link between equality strands and risk factors for poverty. Overall, Southampton is ranked 81st out of 326 Local Authorities in England, with the rank of 1 being the most deprived. 23% of the city's population lives in the most deprived Lower Super Output Areas (LSOA) in England. Between 2007 and 2010, 63% of the Lower Super Output Areas have not changed, whilst 16% have become less deprived and 23% more deprived.

23. While it is recognised that the IMD 2010 is now dated and reflects 2008 data, the main features of deprivation are unlikely to have changed significantly and may have been compounded by the local impact of the current programme of welfare reforms. Therefore, it is assumed that the most deprived geographical areas are in Bevois, Redbridge, Millbrook, Woolston (Weston) and Bitterne (Thornhill) wards. Bevois ward has a higher percentage of people from Black and Minority Ethnic (BME) communities than other areas in the city.
24. Income deprivation is also identified in the IMD 2010, as a major factor affecting older people in Southampton, with seven geographical areas in the city falling into the worst 10% for England, with poverty being linked to isolation and poor health. The city also has a high proportion of 50 – 64 year old men in Southampton who are economically inactive, 33.2% compared to 24.6% nationally.
25. The city has high levels of child poverty. HM Revenue and Customs produces child poverty data at a local level. The most recent data is for August 2011 and estimates that 10,640 or 25.9% of children under 16 are living in poverty - in some areas of the city it is as high as 40%. This compares to an average of 20.6% in England. In Southampton, 89% of children in poverty in the city are in households claiming Jobseekers Allowance or Income Support and 71% are in lone parent households.
26. There is also a higher percentage of residents claiming out-of-work benefits, 11.2% (18,470) compared to the South East average of 8.2% (however, this is also lower than the national average of 11.7%). It is these groups who have been some of the hardest hit by changes to welfare benefits.
27. More detail about the city's population and analysis of needs can be found in the Southampton Profile <http://www.southampton-connect.com/about/profile/default.asp> and the Equalities Profile <http://www.southampton.gov.uk/Images/App%203%20Equalities%20Profileupdate11Sept%20m46-350378.pdf>

Services that matter most to local people – Consultation

28. An extensive programme of consultation was undertaken between October 2013 and January 2014. A variety of methods were used including surveys, area based meetings and briefings, to enable a wide range of people to give their views to inform the final budget. Participants included residents, service users, employees, partners, businesses, community and voluntary sector organisations and other stakeholders.
29. Every effort was made to ensure consultation was:
 - **Inclusive**: so that sections of the city's local communities had the opportunity to express their views
 - **Informative**: so that people had adequate information about the proposals, what different options mean, and a balanced and fair explanation of the potential impacts, particularly the equality and safety impacts
 - **Understandable**: by ensuring that the language we used to communicate was simple and clear and that efforts were made to reach all stakeholders, for example people who are non English speakers or disabled people.

- **Appropriate:** by targeting people who are more likely to be affected and using a more tailored approach to get their feedback, complemented by a general approach to all residents
- **Meaningful:** by ensuring decision makers had the full consultation feedback information so they can make informed decisions.
- **Reported:** by letting consultees know what we have done with their feedback.

30. The full detail of the consultation aims, principles, timetable and methodology, along with the analysis of the feedback is now available. Comments on the potential impact on equalities groups and mitigating actions have been reviewed and the following ESIA's have consequently been amended:

ESIA	Summary of changes
E&T 26 Remove funding for City Centre Shuttle Bus	<ul style="list-style-type: none"> • Elderly and disabled customers need transport to get up the steep hill from the station • Poverty impacts of additional costs to users • Potential environmental impacts if current users revert to using their car if charges or lack of integrated bus service are prohibitive
EDL 6 Reduction in Museum and Gallery Education Team	<ul style="list-style-type: none"> • The budget proposal has been changed to provide more in-house delivery, reducing the use of freelancers. The scope and scale of the programme may reduce slightly, with less capacity to secure external funding. Charges are not expected to increase substantially although this will be kept under review. • ESIA amended to reflect provision of sensory services.
H&ASC 5 Review above standard cost Residential and Nursing Packages	<ul style="list-style-type: none"> • Highlighted potential impact on other health providers and health services in the city as more patients return to the city for care.
H&ASC 6 Review of accommodation placements for i) Acquired Brain Injury & ii) Learning Disability	<ul style="list-style-type: none"> • Highlighted potential impact on other health providers and health services in the city as more patients return to the city for care.
H&ASC 7 Review day service provision for older people / Community Options to support reablement	<ul style="list-style-type: none"> • Highlighted how the service supports social isolation and vulnerable people. • Quality of care will be monitored. • Use of direct payments will give people alternatives. • Carer supported through carer assessments

31. These consultation findings build on the information the council has as a result of the consultation it carried out on its draft Equality Action Plan between December 2012 and March 2013. The consultation, which was open to all staff and residents, was carried out through an easy-read questionnaire and targeted meetings with key stakeholders. Across all the equality strands, some key themes, or areas of importance, emerged:

- Support and funding – organisations felt that service changes meant they were facing more pressures at a time when they are receiving less financial and networking support.

There was concern about the cumulative impact of this, in conjunction with service reductions, on vulnerable residents. Organisations felt that some commissioning and procurement procedures were barriers to accessing alternative funding sources.

- Employment and training – disability groups in particular were concerned that welfare benefit changes were placing a lot of pressure on individuals to find employment but that there was limited real support, training or vacancies available to them.
- Hate Crime and Discrimination – this was a particular area of concern to disability and sexual orientation groups who felt that promotion of the support available to victims needed to increase.
- Information and transparency – there was concern that the council, and other public bodies, should be accessible and accountable, especially in a time when economic pressures were leading to difficult decisions. Respondents wanted the council's actions to be clear, effective and proactive.

Proposals based on reviews of current services

32. The following savings proposals within this report require reviews to be carried out before the exact impact is known. Each of these will have a separate ESIA:

- Review of community development activities across the council, including deletion of a vacant post
- Review of all community safety, youth offending and emergency planning activities across the council
- Review and redesign the way the out of hours noise service is delivered and reduce night shifts
- Review of current public health supported services
- Efficiencies from procurement sub £100k.

33. In addition, the main budget report outlines that given the scale of the financial challenge facing the council and the desire of the Executive to meet the aspirations of the residents of Southampton, work is underway to develop a Transformation Strategy and Plan covering the medium term, which will be presented to Full Council for approval. This will incorporate further strategic reviews. Reviews will be undertaken in many service areas such as Waste, Policy and Performance and Housing Operations. The three key areas are:

- Library service review
- Adult service review
- Business support review.

Impact by equalities groups

34. Age – Older people

Potential positive impact

Specific proposals have positive impacts which can be summarised as:

- A review of placements for people with acquired brain injury (over 80's) - this aims to result in improved access to this specialist service and more appropriate 'move-on'.
- A suite of reablement proposals relating to domiciliary care. These proposals are primarily showing a positive impact on care as it will be based on individual needs including:
 - 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.

Potential negative impact

- The proposal to extend the Capita contract has highlighted the issue of digital exclusion for older people, which could affect their access to services, with the shift to online self-service and an automated switchboard. Mitigating actions include providing information about free internet access, supporting people in Gateway who need help with the self-service terminals, providing the option of telephone support and retaining face-to-face interviews on the same day for vulnerable people.

Next step:

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

Action: Carol Valentine, Jane Brentor, Stephanie Ramsey, Rob Harwood

34. Age - Children and young people

Within the budget proposals, the Administration has made a conscious decision to protect Children's Services – to provide a period of stability in which to refocus and rebuild the service. In addition, the Administration is prioritising investment in Children's Services in order to support transformation and service improvement.

Potential positive impact

Specific proposals have positive impacts which can be summarised as:

- A review of placements for people with acquired brain injury (young men under 25) - this aims to result in improved access to this specialist service and more appropriate 'move-on'.

Potential negative impact

The proposal to increase efficiencies at two council run nurseries – Startpoint Northam and Sholing – was reviewed through an ESIA because of the equalities groups accessing the service. The efficiencies include deleting a vacant post and regrading others so that the services are more comparable with the rest of the sector. The equalities impacts considered in

more detail were the needs of disabled children and those for whom English is a second language as well as poverty. The proposals will not impact on the current continue the current additional support for disabled children, or those for whom English is a second language and the nurseries will continue to provide affordable places. Overall, the draft ESIA indicates no significant negative impact.

35. Disability

Potential positive impacts

Specific proposals have positive impacts which can be summarised as:

- A suite of reablement proposals relating to domiciliary care. These proposals should have a positive impact on care as it will be based on individual needs including:
 - 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.

Potential negative impacts

It must be noted that some of the proposals will also involve clients having to become used to new providers, different ways of working at potentially different locations. It is recognised that not all will find it easy to adapt to this change. The clients potentially affected tend to fall into the equality categories of age (older people), disability (adults with mental health problems and learning disabilities) and gender (clients are disproportionately women). This issue is also relevant to the proposal relating to services for clients with acquired brain injury (ABI) as it refers to moving clients from out of area placements back into the city. This has a potential equalities impact under the age strand as clients with ABI tend to be young men under 25 and older people over 80 years old.

The proposal to remove the funding/subsidy for the City Centre shuttle bus may impact on disabled people; however, promoting their entitlement to concessionary fares would provide free travel with other providers, effectively mitigating the impact of this change.

The proposal to extend the Capita contract has highlighted the issue of digital exclusion for disabled people, which could affect them accessing services, with the shift to online self-service and an automated switchboard. Mitigating actions include providing accessible information on the council website and through its phone services, providing self-service terminals at wheelchair height, transferring calls to the operator if someone has difficulty using the automated service, providing trained 'floor walkers' to help customers in difficulty, using the Readspeak speech system for web based information so people with visual impairments can access it, ensuring that web-based information complies with web accessibility guidelines and allowing for magnification of information on web pages by zooming in. In addition, the option of over the telephone and same day face-to-face appointments will be available.

Any review of the future programme of provision by the Museums and Gallery Team will assess the impact on disabled people.

Next step:

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

Action: Carol Valentine, Jane Brentor, Stephanie Ramsey, Rob Harwood, Frank Baxter, Mike Harris

36. Race

Potential negative impact

The proposal to extend the Capita contract has highlighted that potentially it will be more difficult to access services for people for whom English is not their first language. In addition to providing information both on the phone and website that is easy to understand, the specific mitigating action is to provide interpreters via booked, face-to-face appointments. Survey information highlighted in the ESIA identified that people with difficulty reading and understanding English prefer face-to-face appointments. It also identified a disproportionate use of Gateway services by people from Black, Minority or Ethnic backgrounds.

Next step:

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

Action: Suki Sitaram, Vanessa Shahani, Rob Harwood

37. Poverty

Potential negative impact

The proposals which have the potential to negatively impact people in poverty/on low income and increase risk of financial exclusion:

- The proposal to extend the Capita contract as this may mean that people have to spend longer on the telephone to make an appointment and they may have to visit Gateway twice (to book an appointment and to then attend the appointment). As these proposals are designed to increase use of the internet, it may have a negative impact on people who cannot afford to have internet access at home. It was also noted that homeless people, or those in imminent danger of becoming homeless, are often supported by third parties, who may find it inconvenient to use an appointment system. Mitigating actions include providing information about free internet sites across the city, continuing to provide telephone and face-to-face support (including same day interviews for vulnerable people) as well as supporting people to use the self-service terminals.
- Removal of funding/subsidy for the City Centre shuttle bus – however as the distance travelled is relatively short, this reduces the impact for those who are able to walk instead.
- Remodelling of substance misuse provision – people using these services have considerable issues around poverty, which treatment addresses.
- Disbanding City Patrol - some types of Enviro-Crime (graffiti, fly-tipping, littering etc) can be more common in deprived areas.

However, the cumulative impact needs to be considered within the broader context of the impact of the welfare reforms agenda.

Next step:

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

Action: Suki Sitaram, Rob Harwood, Frank Baxter, Carol Valentine, Jane Brentor, Stephanie Ramsey, Vanessa Shahani, Mitch Sanders

38. Gender - Women

Potential positive impact

Specific proposals which have positive impacts can be summarised as:

- Some of the proposals affecting older people (those linked to reablement and retendering of the domiciliary care contract) and of these it is likely that a greater proportion will be women.
- Some of the proposals also affect carers (such as improved provision for adults with acquired brain injury and the reablement proposals), who are disproportionately more likely to be women.

Potential negative impact

Customer research relating to the proposal to extend the Capita contract has highlighted a potential negative impact for women, with survey respondents indicating a reluctance to use public computer terminals for people without access to the internet at home. The reason for this reluctance is unknown. 47.2% of visitors to Gateway are women and information from the Office of National Statistics shows that older women are less likely to use the internet than older men. The mitigating action is that further consultation and communication will take place to improve understanding of this issue and potentially identify further actions to reduce impact.

Next step:

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

Action: Carol Valentine, Jane Brentor, Stephanie Ramsey, Rob Harwood

39. Gender - Men

Potential positive impact

- The proposals to change provision for clients with acquired brain injury have a potential positive impact for young men (as most are men, either 15-24 or over 80 years old). However, it must be noted the client numbers are low – at 8.

40. Other protected characteristics

We are aware that both community safety issues and some protected characteristics - namely gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation - are not referenced often in this process. This may be because; some of these groups are not affected by our proposals; we have gaps in our information (as highlighted in our Equalities Profile) which we are seeking to fill; or because we have not yet identified these impacts. We welcomed any views on the impacts of our proposals on community safety and these equalities groups as part of our consultation on the budget. In parallel with this, we are looking at relevant national information and seeking to improve our local knowledge.

Next step:

Individual senior managers need to consider whether proposals in their service area may have an impact on people from these equalities groups.

41. Community Safety

Potential negative impacts

A number of proposals have potential community safety implications:

- Increasing dimming of street lighting – although the ESIA highlights that this proposal could potentially have a negative impact on fear of crime levels, crime detection rates and road traffic accidents, evidence from Dorset Police has shown their dimming programme did not result in increased crime. The mitigating actions therefore relate both to perceptions around fear of crime through a communications programme and also monitoring the impact of dimming street lighting. It should be noted that this proposal is an extension of existing practice and the final decision about the locations in the city where additional dimming will take place has yet to be made.
- Disbanding the City Patrol team – the current I City Patrol team consists of four staff and contributes towards dealing with enviro-crime issues such as fly tipping, abusive graffiti (hate crimes), littering and dog fouling. The ESIA has identified a community safety impact with the proposed loss of this team and an increase in complaints, including those from more deprived areas of the city, as these tend to have higher levels of enviro-crime. General safety impacts have also been raised in relation to reducing enforcement – i.e. blocked roads and pavements. However, the mitigating action is that other council teams and partner agencies can deal with the higher priority community safety and enviro-crime issues, ensuring that the key problems in neighbourhoods continue to be effectively dealt with. This could be considered alongside a priority in the Your City, Your Say survey results where respondents highlighted local community action to improve neighbourhoods.
- Remodelling substance misuse provision - this proposal relates to reducing the commissioning budget of the Drug Action Team and re-tendering to achieve improvements in service at a lower cost. The ESIA highlights the link between a potential reduction in drug treatment services and community safety/crime rates as it is well documented that substance misuse is a significant contributor to crime. However, the risk of a service reduction due to this proposal is off-set by economies of scale that will be achieved by having a larger, more integrated service and a tender specification that focuses on achieving the same levels of service but at less cost. The other mitigating action is to work jointly with police, probation and other partners to assess impact and to oversee joint work and opportunities to share resources.
- Review of learning disability placements – the issue of personal safety has been highlighted as a potential impact linked to the proposal to review existing placements, which may result in people with learning disabilities changing providers. However, plans are already in place to ensure alternative provision is appropriate and therefore the risk is minimised.
- The public consultation also highlighted areas of concern about the effect on safety and health of potential reductions in community safety, enforcement, environmental health and Trading Standards, particularly when taken together. This will need to be considered as part of service reviews.

Next step:

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

Action: Suki Sitaram, Linda Haitana, Mitch Sanders, Rob Harwood, Jane Brentor, Stephanie Ramsey and later with key players from the Safe City Partnership

42. Other significant impacts

Further analysis is being undertaken to assess if there are impacts on the voluntary and community sector.

Next step:

Individual senior managers need to consider whether proposals in their service area may have an impact on voluntary and community groups.

43. Staffing

As stated earlier, the cumulative impact on staffing will be completed once all budget related structures and role changes have been developed and consulted on. However, in the meantime, Tables 1 provides information about the council’s workforce by age, gender, disability. Table 2 provides a disability profile by Directorate.

Table 1: Employee Profile

Employee Profile	Total	Percentage
Total Workforce	3731	100.00%
No. of Women employees	2394	64.17%
No. of BME employees	137	3.67%
No. of Disabled employees	101	2.71%
No. under 22 years	45	1.21%
No. over 55 years	762	20.42%

Table 2: Disability Profile by Directorate

Disability Profile	Total	Full Time		Part Time	
		Female	Male	Female	Male
Directorate					
Corporate Services	7	2	3	1	1
Environment & Economy	28	4	16	7	1
People	65	25	18	18	4
Grand Total	101	31	37	26	7