

SOUTHAMPTON CITY COUNCIL

**Budget Proposals 2015/16  
Equality and Safety Impact Assessment**

2<sup>nd</sup> February 2015

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## 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). ESIAs provide a systematic way of assessing the impact of policies, strategies, programmes, projects, services or functions on different equality groups - and on poverty and community safety. During the annual budget cycle, ESIAs are completed for all proposals identified as requiring them to inform decision making.
2. This document draws in one place, a summary of the Equality and Safety Impact Assessments for the 2015/2016 budget proposals.
3. It should be noted some proposals are dependent on service reviews or wider policy changes. This means the full impact will not be known for some time.
4. It is important to highlight there have been fewer impacts identified in the Cumulative Impact Assessment 2015/2016 compared to previous years. This is because:
  - A large proportion 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 2015/2016 affect mainstream, universal or back office services by delivering efficiencies and generating additional income. Mitigating actions include re-shaping services to target more efficiently and to reduce the potential of disproportionate impacts on equalities groups, poverty 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 the draft budget proposals between November 2014 and January 2015. Feedback has been incorporated into the relevant individual Equality and Safety Impact Assessments and reflected in this Cumulative Impact Assessment.
5. It is important to fully understand the impact of the budget proposals on equalities groups (identified in paragraph 11) and on poverty 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 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. Southampton will be part of the Universal Credit Roll-Out programme from March 2015.
7. 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 at a local level, but available evidence indicates that young people, those who are homeless or vulnerably housed, larger families, households with a disabled person and women are some of the 'hardest hit'.

**Legal Framework – Equalities**

8. The Equality Duty, section 149 of the Equality Act, came into effect on 5<sup>th</sup> 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 perceptible discrimination as well as direct and indirect discrimination.
10. Direct discrimination occurs when a rule, policy or 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 objectives.
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
  - Sex (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 2015/2016, 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. This is reflected in including poverty in the ESIA, as the council is committed to addressing the impact on poverty for people in work and unemployed and for other low income households.
20. In order to inform decision-making on the budget proposals, the council has taken the following steps:
  - Managers have identified proposals which in their view 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 was needed to be gathered before making a decision.
  - As a result of the screening, ESIA's have been produced for every proposal assessed as requiring 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 published on 19 November 2014 to give an early indication of likely cumulative impacts on particular groups, along with community safety and poverty implications.

- This Cumulative Impact Assessment has been updated and developed based on the final proposals and detail of individual ESIA's. It has also be informed by the feedback from residents and stakeholders as part of the public budget consultation.

### City Profile

21. 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.
22. 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.
  - According to the Census 2011, the city's population profile comprised 236,900 total residents (the most recent population data was for 2013 and estimated the population to be 242,141).
  - 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.
  - 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.
23. 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.
24. 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.

25. 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.
26. 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 2012 and estimates that 9,830 or 23.4% for children (under 16) - in some areas of the city it is as high as 40%. This compares to an average of 19.2% in England. In Southampton, 85% of children in poverty in the city are in households claiming Jobseekers Allowance or Income Support and 72% are in lone parent households.
27. There is also a higher percentage of residents claiming key out-of-work benefits. In December 2014, 12.1% (20,160) compared to the South East average of 9.4% (however, this is also lower than the national average of 12.9%). It is these groups who have been some of the hardest hit by changes to welfare benefits.
28. More detail about the city's population and analysis of needs can be found in the [Southampton Statistics](#) and in the [Equalities Profile](#).

### **Public Consultation**

29. An extensive programme of consultation will be undertaken between the 19<sup>th</sup> November 2014 and 21<sup>st</sup> January 2015. A variety of methods was used including an online survey (paper copies also available), 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.
30. Every effort will be made to ensure consultation is:
  - **Inclusive**: so that everyone in the city 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 is 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, staff, businesses and partners.
  - **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.
31. The full detail of the consultations aims, principles, timetable and methodology, along with the analysis of the feedback are now available.

**Proposals based on reviews of current services**

32. The budget proposals included reviews of several contracts and services including:
- Review of delivery options for highways and transport (E & T 4)
  - Strategic review of options for rehabilitation and reablement services across the whole system including community health services and those provided by SCC (HASC 4)
  - Review of Public Health services provided across the council based on a prioritisation of Children's Centres (HASC 3).
33. In addition, there are major reviews underway relating to Public Libraries and Adult Services.

**Impact by equalities groups:**

34. Equality and Safety Impact Assessment have been undertaken on the following budget proposals and have been updated based on the feedback given from the public consultation.

ESIA	Summary of Proposal	Feedback on Impacts from Public Consultation
COM 1: Efficiencies resulting from the integration of the Community Safety Team with Environmental Health	The current Community Safety Team of 5 full time equivalent to be reduced to 3 and merge with Environmental Health.	<ul style="list-style-type: none"> <li>• Low-level incidents may escalate if not dealt with.</li> <li>• Police spend time dealing with more low level incidents.</li> <li>• People may suffer from more anti-social behaviour.</li> </ul>
E & T 19: Reductions in School Crossing Patrols (SCP) to reflect consistent 20% vacancy levels due to; recruitment issues, sites where a SCP no longer meets the national benchmark requirements, and to remove historical elements or budget provision that are no longer needed.	<p>The proposal would eventually result in the sites that are managed, being only those that meet the national benchmark for the provision of SCPs: Infant, Junior and Primary schools with a PV2 score above 4m, and no alternative crossing systems in place – as well as,</p> <p>Only school start time and finish time patrols at each qualifying site.</p>	<ul style="list-style-type: none"> <li>• Concerns SCP's will not impact on households equally.</li> <li>• Those both for and against SCP removal put child safety first.</li> <li>• May impact on road safety.</li> </ul>
E & T 20: Closure of Woolston and Portswood Public Toilets	Closure of public toilets removing a public facility available to members of the public in these areas.	<ul style="list-style-type: none"> <li>• Concerns for older people, disabled, children, pregnant women and those with medical issues if toilet provision removed.</li> <li>• Removing toilets will protect vulnerable people against being abused in these locations.</li> <li>• Many toilets are covered in graffiti, close and improve the</li> </ul>

ESIA	Summary of Proposal	Feedback on Impacts from Public Consultation
		<p>public realm rapidly to prevent further decline of the neighbourhood.</p> <ul style="list-style-type: none"> <li>• Alternative offer of toilet provision to be well sign posted and accessible.</li> </ul>
<p>HASC 2: Complex Learning Disability Housing Project</p>	<p>Outcomes of a review of all current hospital placements for people with learning disability and complex needs, placements outside the area and those are risk of admission.</p> <p>This is also part of the development of a joint plan to ensure high quality support services for all people with learning disabilities or autism and mental health conditions or behaviour described as challenging.</p> <p>These reviews have identified 58 individuals who may benefit from rehousing outside of residential care settings.</p>	<ul style="list-style-type: none"> <li>• Bespoke housing won't reduce costs; may cost more.</li> <li>• More pressure may be placed on parents / carers.</li> <li>• Concern that staff have to spread themselves and their time over a wide area resulting in less time spent with an individual.</li> <li>• May need additional staff.</li> <li>• Concern that a person would receive less help and suffer.</li> <li>• Concern that a person may become increasingly isolated and lonely.</li> <li>• Concern of increased vulnerability (e.g. victims of crime).</li> </ul>
<p>LEAD 3: Deletion of the City Development Manager Post</p>	<p>Reduced support for city development projects which could result in projects taking longer to deliver.</p>	<p>Feedback relating to Economic Development included:</p> <ul style="list-style-type: none"> <li>• Long term impact on economic prosperity.</li> <li>• Might mean reduced capacity to judge value for money of future project proposals or greater risks in projects in the future.</li> <li>• Areas of the city are run down and need developing. Who will focus on these areas if there is less resource put into development?</li> <li>• Loss of status for Southampton as an attractive place for businesses.</li> </ul>

35. The consultation feedback also included more general comments of relevance. These include concerns that the proposals hit the most vulnerable people, that they will not help integrate communities and may result in future costs. There were also concerns about residents not being on-line.

36. **Age – Older people**

**COM 1: Efficiencies resulting from the integration of the Community Safety Team with Environmental Health.**

The findings of our City Survey 2014, identified older people are less likely to feel safe at night compared to other age groups. The proposal for the integration of the Community Safety Team with Environmental Health will need to consider perceptions of crime and the current profile of anti-social behaviour reporting in its service development.

The integration of the Community Safety Team with Environmental Health and closer working with the Police, will provide a more resilient response to community safety issues. The recent introduction of the Community Trigger - which gives victims and communities the right to require a multi-agency review will ensure that effective action is taken where an ongoing problem of persistent anti-social behaviour has not been addressed.

**E & T 19: Reductions in School Crossing Patrols (SCP) to reflect consistent 20% vacancy levels due to; recruitment issues, sites where a SCP no longer meets the national benchmark requirements, and to remove historical elements or budget provision that are no longer needed.**

Older people may have greater risks in crossing the road and use School Crossing Patrols in their local area (although the service is primary targeted at school children and is only operational Mon-Fri and at limited times).

Sites will be reviewed annually using the PV2 formula scoring which gives an assessment based on the number of cars and pedestrians and other risk factors. Where the site does not meet the national criteria and there are staff vacancies, the SCP site will be removed from the scope of the service. Current sites with PV2 scorings which continue to meet the national benchmark for the provision of a SCP will not be affected.

**E & T 20: Closure of Woolston and Portswood Public Toilets.**

The reduction of immediate availability of toilet provision may have greater impact on older people. This was highlighted in the public consultation feedback. Among this demographic there is a higher percentage of people who may suffer from a frequent and urgent need for toilet facilities. Alternative toilet provision already exists in Portswood and an Automated Public Toilet is now installed at Woolston.

**HASC 2: Complex Learning Disability Housing Project.**

Individuals directly affected by this proposal are all adults under 60 years of age. However, people with learning disabilities experience a number of health conditions at an earlier stage than the general population. All of the service users have complex needs which impacts significantly on their lifestyle and life expectancy. Family members may be in the older people group. This was highlighted in the public consultation feedback. By moving adults back to Southampton, they will be nearer (in most circumstances) to their family. Local care management staff will also have greater involvement.

**LEAD 3: Deletion of the City Development Manager Post.** No impacts have been identified for this group.

**Next steps:**

A joint discussion will be held between the relevant Heads of Service or their nominated representatives on the potential impact, and any further mitigating actions and consultation requirements.

37. **Age - Children and young people**

**COM 1: Efficiencies resulting from the integration of the Community Safety Team with Environmental Health.**

Young people can be victims of anti-social behaviour, they can also be reported for anti-social behaviour (this can occur where young people gather socially and where children play in streets and communal areas).

The proposal for the integration of the Community Safety Team with Environmental Health will need to consider perceptions of crime and the current profile of anti-social behaviour reporting in its service development. The integration of the Community Safety Team with Environmental Health and closer working with the Police, will provide a more resilient response to community safety issues. The recent introduction of the Community Trigger - which gives victims and communities the right to require a multi-agency review will ensure that effective action is taken where an ongoing problem of persistent anti-social behaviour has not been addressed.

**E & T 19: Reductions in School Crossing Patrols (SCP) to reflect consistent 20% vacancy levels due to; recruitment issues, sites where a SCP no longer meets the national benchmark requirements, and to remove historical elements or budget provision that are no longer needed.**

This proposal has a potential impact on children and young people. Feedback from the public consultation highlighted:

- Concerns SCP's will not impact on households equally.
- Those both for and against SCP removal put child safety first.
- May impact on road safety.

Sites will be reviewed annually using the PV2 formula scoring which gives an assessment based on the number of cars and pedestrians and other risk factors. Where the site does not meet the national criteria<sup>1</sup> and there are staff vacancies, the SCP site will be removed from the scope of the service. Current sites with PV2 scorings which continue to meet the national benchmark will not be affected. Other possible solutions/mitigating actions include: pedestrian safety training for school age children, promotion of 'Safe journey to School'.

**E & T 20: Closure of Woolston and Portswood Public Toilets.**

The reduction of immediate availability of toilet provision could impact on parents with babies or young children that require toilet or nappy changing facilities. This was

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<sup>1</sup> School Crossing Patrol Guidelines. ROSPA. November 2013.

highlighted in the public consultation feedback. Alternative toilet provision already exists in Portswood and an Automated Public Toilet is now installed at Woolston.

**HASC 2: Complex Learning Disability Housing Project.** No specific impacts have been identified for this group.

**LEAD 3: Deletion of the City Development Manager Post.** No specific impacts have been identified for this group.

**Next steps:**

A joint discussion will be held between the relevant Heads of Service or their nominated representatives on the potential impact, and any further mitigating actions and consultation requirements.

38. **Disability**

**COM 1: Efficiencies resulting from the integration of the Community Safety Team with Environmental Health.**

National research identifies disabled people are more likely to experience crime and anti-social behaviour. The proposal for the integration of the Community Safety Team with Environmental Health will need to consider perceptions of crime and the current profile of anti-social behaviour reporting in its service development. The integration of the Community Safety Team with Environmental Health and closer working with the Police, will provide a more resilient response to community safety issues. The recent introduction of the Community Trigger - which gives victims and communities the right to require a multi-agency review will ensure that effective action is taken where an ongoing problem of persistent anti-social behaviour has not been addressed. Local mechanisms for reporting Hate Crime and Harassment are not affected by this proposal.

**E & T 19: Reductions in School Crossing Patrols (SCP) to reflect consistent 20% vacancy levels due to; recruitment issues, sites where a SCP no longer meets the national benchmark requirements, and to remove historical elements or budget provision that are no longer needed.** Disabled people may have greater risks in crossing the road. Sites will be reviewed annually using the PV2 formula scoring which gives an assessment based on the number of cars and pedestrians and other risk factors. Where the site does not meet the national criteria and there are staff vacancies, the SCP site will be removed from the scope of the service. Current sites with PV2 scorings which continue to meet the national benchmark will not be affected. Other possible solutions/mitigating actions include: pedestrian safety training for school age children, promotion of 'Safe journey to School'.

**E & T 20: Closure of Woolston and Portswood Public Toilets.**

The reduction of immediate availability of specifically designed toilet provision, and reduced provision for those suffering health conditions that require consistent and immediate access to toilet facilities, could impact on disabled people. This was highlighted in the public consultation feedback. Alternative toilet provision already exists in Portswood and an Automated Public Toilet is now installed at Woolston.

**HASC 2: Complex Learning Disability Housing Project.**

This proposal will affect 58 individuals who may benefit from rehousing outside of residential care settings.

The following was highlighted in the feedback from the public consultation:

- Bespoke housing won't reduce costs; may cost more.
- More pressure may be placed on parents / carers.
- Concern that staff have to spread themselves and their time over a wide area resulting in less time spent with an individual.
- May need additional staff.
- Concern that a person would receive less help and suffer.
- Concern that a person may become increasingly isolated and lonely.
- Concern of increased vulnerability (e.g. victims of crime).

Many of the individuals involved in this project will require specialist adaptations to properties they are moving into. All assessments of individuals will include mobility or disability adaptations and these will be built into the housing specification. Individuals will ensure that the move is in their best interest and additional resources have been identified to support people to access local community resources to suit their need and avoid isolation. Moves will not be rushed and individuals will be supported in a person centred way. Carers needs will also be taken into account as part of the assessment process.

**LEAD 3: Deletion of the City Development Manager Post.** No impacts have been identified for this group.

**Next steps:**

A joint discussion will be held between the relevant Heads of Service or their nominated representatives on the potential impact, and any further mitigating actions and consultation requirements.

39. **Race****COM 1: Efficiencies resulting from the integration of the Community Safety Team with Environmental Health.**

Findings from our City Survey (2014) identified that Black and Minority Ethnic residents do not feel as safe at night in their local area compared with White British residents, and are more likely to believe that crime has increased in the last 12 months.

The proposal for the integration of the Community Safety Team with Environmental Health will need to consider perceptions of crime and the current profile of anti-social behaviour reporting in its service development.

The integration of the Community Safety Team with Environmental Health and closer working with the Police, will provide a more resilient response to community safety issues. The recent introduction of the Community Trigger - which gives victims and communities the right to require a multi-agency review will ensure that effective action is taken where an ongoing problem of persistent anti-social behaviour has not been addressed.

Local mechanisms for reporting Hate Crime and Harassment are not affected by this proposal.

**E &T 19: Reductions in School Crossing Patrols (SCP) to reflect consistent 20% vacancy levels due to; recruitment issues, sites where a SCP no longer meets the national benchmark requirements, and to remove historical elements or budget provision that are no longer needed.**

No specific impacts have been identified for this group.

**E &T 20: Closure of Woolston and Portswood Public Toilets.**

No specific impacts have been identified for this group.

**HASC 2: Complex Learning Disability Housing Project.**

A number of individuals have diverse ethnic heritage. Individuals will be supported to develop a Person Centred Plan which will inform the support plan provided by a care provider. These plans will take into account the persons preferences and wishes - including culture.

**LEAD 3: Deletion of the City Development Manager Post.**

No specific impacts have been identified for this group.

**Next steps:**

A joint discussion will be held between the relevant Heads of Service or their nominated representatives on the potential impact, and any further mitigating actions and consultation requirements.

#### 40. **Gender - Women**

**COM 1: Efficiencies resulting from the integration of the Community Safety Team with Environmental Health.**

Findings from our City Survey (2014) identified that just of half of the women surveyed felt unsafe at night.

The proposal for the integration of the Community Safety Team with Environmental Health will need to consider perceptions of crime and the current profile of anti-social behaviour reporting in its service development. The integration of the Community Safety Team with Environmental Health and closer working with the Police, will provide a more resilient response to community safety issues. The recent introduction of the Community Trigger - which gives victims and communities the right to require a multi-agency review will ensure that effective action is taken where an ongoing problem of persistent anti-social behaviour has not been addressed.

**E &T 19: Reductions in School Crossing Patrols (SCP) to reflect consistent 20% vacancy levels due to; recruitment issues, sites where a SCP no longer meets the national benchmark requirements, and to remove historical elements or budget provision that are no longer needed.**

This proposal has a potential impact on the parents of children and young people. The withdrawal of SCP sites that do not meet the national benchmark may result in parents perceiving that unaccompanied journeys to school are of greater risk. Sites will be reviewed annually using the PV2 formula scoring which gives an assessment based on the number of cars and pedestrians and other risk factors. Where the site does not meet the national criteria and there are staff vacancies, the SCP site will be removed from the scope

of the service. Current sites with PV2 scorings which continue to meet the national benchmark will not be affected. Other possible solutions/mitigating actions include: pedestrian safety training for school age children, promotion of 'Safe journey to School'.

**E &T 20: Closure of Woolston and Portswood Public Toilets.**

Reduced availability of toilet provision may have a greater impact on women. This was highlighted in the public consultation feedback. Alternative toilet provision already exists in Portswood and an Automated Public Toilet is now installed at Woolston.

**HASC 2: Complex Learning Disability Housing Project.**

No specific impacts have been identified for this group.

**LEAD 3: Deletion of the City Development Manager Post.**

No specific impacts have been identified for this group.

**Next steps:**

A joint discussion will be held between the relevant Heads of Service or their nominated representatives on the potential impact, and any further mitigating actions and consultation requirements.

41. **Gender – Men**

**COM 1: Efficiencies resulting from the integration of the Community Safety Team with Environmental Health.**

No specific impacts have been identified for this group.

**E &T 19: Reductions in School Crossing Patrols (SCP) to reflect consistent 20% vacancy levels due to; recruitment issues, sites where a SCP no longer meets the national benchmark requirements, and to remove historical elements or budget provision that are no longer needed.**

This proposal has a potential impact on the parents of children and young people. The withdrawal of SCP sites that do not meet the national benchmark may result in parents perceiving that unaccompanied journeys to school are of greater risk. Sites will be reviewed annually using the PV2 formula scoring which gives an assessment based on the number of cars and pedestrians and other risk factors. Where the site does not meet the national criteria and there are staff vacancies, the SCP site will be removed from the scope of the service. Current sites with PV2 scorings which continue to meet the national benchmark will not be affected. Other possible solutions/mitigating actions include: pedestrian safety training for school age children, promotion of 'Safe journey to School'.

**E &T 20: Closure of Woolston and Portswood Public Toilets.** No specific impacts have been identified for this group.

**HASC 2: Complex Learning Disability Housing Project.** No specific impacts have been identified for this group.

**LEAD 3: Deletion of the City Development Manager Post.** No specific impacts have been identified for this group.

**Next steps:**

A joint discussion will be held between the relevant Heads of Service or their nominated representatives on the potential impact, and any further mitigating actions and consultation requirements.

42. **Other protected characteristics**

We are aware that there is limited reference to some protected characteristics in this process. In particular, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Religion or Belief (including lack of belief) and Sexual Orientation. This may be because; 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 welcome any views on the impacts of our proposals on 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.

**COM 1: Efficiencies resulting from the integration of the Community Safety Team with Environmental Health.**

The proposal for the integration of the Community Safety Team with Environmental Health will need to consider perceptions of crime and the current profile of anti-social behaviour reporting in its service development.

Those with the following protected characteristics: Sexual Orientation, Gender Reassignment and Religion and Belief may be more likely to experience the impact of anti-social behaviour than the general population. Local mechanisms for reporting Hate Crime and Harassment are not affected by this proposal.

**E & T 20: Closure of Woolston and Portswood Public Toilets.**

Reduced availability of toilet provision may have a greater impact in relation to pregnancy and maternity. This was highlighted in the public consultation feedback. Alternative toilet provision already exists in Portswood and an Automated Public Toilet is now installed at Woolston.

**HASC 2: Complex Learning Disability Housing Project.**

Religion and belief will be an integral part of individual Person Centred Plans which will inform the support plan provided by a care provider. These plans will take into account the person preferences and wishes relating to culture and traditions.

**LEAD 3: Deletion of the City Development Manager Post.** No specific impacts have been identified for this group.

**Next steps:**

A joint discussion will be held between the relevant Heads of Service or their nominated representatives on the potential impact, and any further mitigating actions and consultation requirements.

43. **Community Safety****COM 1: Efficiencies resulting from the integration of the Community Safety Team with Environmental Health.**

The proposal for the integration of the Community Safety Team with Environmental Health will need to consider perceptions of crime and the current profile of anti-social behaviour reporting in its service development.

Feedback from the public consultation highlighted:

- Low-level incidents may escalate if not dealt with.
- Police spend time dealing with more low level incidents.
- People may suffer from more anti-social behaviour.

The integration of the Community Safety Team with Environmental Health and closer working with the Police, will provide a more resilient response to community safety issues. The recent introduction of the Community Trigger - which gives victims and communities the right to require a multi-agency review will ensure that effective action is taken where an ongoing problem of persistent anti-social behaviour has not been addressed.

Local mechanisms for reporting Hate Crime and Harassment are not affected by this proposal.

**E &T 19: Reductions in School Crossing Patrols (SCP) to reflect consistent 20% vacancy levels due to; recruitment issues, sites where a SCP no longer meets the national benchmark requirements, and to remove historical elements or budget provision that are no longer needed.**

Changes to SCPs could potentially increase the risk of road traffic accidents. This proposal has a potential impact on the parents of children and young people. The withdrawal of SCP sites that do not meet the national benchmark may result in parents perceiving that unaccompanied journeys to school are of greater risk. Sites will be reviewed annually using the PV2 formula scoring which gives an assessment based on the number of cars and pedestrians and other risk factors. Where the site does not meet the national criteria and there are staff vacancies, the SCP site will be removed from the scope of the service. Current sites with PV2 scorings which continue to meet the national benchmark will not be affected. Other possible solutions/mitigating actions include: pedestrian safety training for school age children, promotion of 'Safe journey to School'.

**E &T 20: Closure of Woolston and Portswood Public Toilets.**

The following was highlighted in the feedback from the public consultation:

- Removing toilets will protect vulnerable people against being abused in these locations.
- Many toilets are covered in graffiti, close and improve the public realm rapidly to prevent further decline of the neighbourhood.

Closed, derelict toilet buildings may attract vandalism and anti-social behaviour. This could be mitigated by seeking to dispose of buildings following closure.

**HASC 2: Complex Learning Disability Housing Project.**

A very small number of service users may have forensic needs. Assessment and care plans will take into account individual needs.

**LEAD 3: Deletion of the City Development Manager Post.** No specific impacts have been identified for this group.

**Next steps:**

A joint discussion will be held between the relevant Heads of Service or their nominated representatives on the potential impact, and any further mitigating actions and consultation requirements.

44. **Poverty****COM 1: Efficiencies resulting from the integration of the Community Safety Team with Environmental Health.**

Findings from our City Survey (2014) reinforce the view that perceptions toward crime and anti-social behaviour are strongly linked to socioeconomic deprivation. The proposal for the integration of the Community Safety Team with Environmental Health will need to consider perceptions of crime and the current profile of anti-social behaviour reporting in its service development.

The integration of the Community Safety Team with Environmental Health and closer working with the Police, will provide a more resilient response to community safety issues. The recent introduction of the Community Trigger - which gives victims and communities the right to require a multi-agency review will ensure that effective action is taken where an ongoing problem of persistent anti-social behaviour has not been addressed.

**E & T 19: Reductions in School Crossing Patrols (SCP) to reflect consistent 20% vacancy levels due to; recruitment issues, sites where a SCP no longer meets the national benchmark requirements, and to remove historical elements or budget provision that are no longer needed.**

Reliance on walking to school and public transport may be higher for children from low income households. This may result in greater impacts on this group. This proposal has a potential impact on the parents of children and young people. The withdrawal of SCP sites that do not meet the national benchmark may result in parents perceiving that unaccompanied journeys to school are of greater risk. Sites will be reviewed annually using the PV2 formula scoring which gives an assessment based on the number of cars and pedestrians and other risk factors. Where the site does not meet the national criteria and there are staff vacancies, the SCP site will be removed from the scope of the service. Current sites with PV2 scorings which continue to meet the national benchmark will not be affected. Other possible solutions/mitigating actions include: pedestrian safety training for school age children, promotion of 'Safe journey to School'.

**E & T 20: Closure of Woolston and Portswood Public Toilets.**

Lack of available free facilities may impact more on people on low incomes. Permission to use facilities within food or drink retail premises is usually dependent on product purchase.

**HASC 2: Complex Learning Disability Housing Project.** No specific impacts have been identified for this group.

**LEAD 3: Deletion of the City Development Manager Post.** No specific impacts have been identified for this group.

**Next steps:**

A joint discussion will be held between the relevant Heads of Service or their nominated representatives on the potential impact, and any further mitigating actions and consultation requirements.

42. **Other significant impacts**

For HASC 2: Complex Learning Disability Housing Project – there will be challenges for individuals who have experienced long term institutional care to more independent models of care and support. Placements will be bespoke and project plans developed to ensure moves are not rushed and individuals are supported in a person centred way.

**Next steps:**

A joint discussion will be held between the relevant Heads of Service or their nominated representatives on the potential impact, and any further mitigating actions and consultation requirements.

43. **Staffing**

As stated earlier, an initial cumulative impact on staffing is being completed and will be reviewed once all budget related structures and role changes have been developed and consulted on. However, in the meantime, Tables 1 and 2 provide information about the council's workforce. Data in both tables has been rounded to the nearest decimal point.

Table 1: Employee Profile

<b>Employee Profile</b>	<b>Total</b>	<b>Percentage</b>
Total Workforce	3477	100%
No. of BME employees	132	4%
No. of Disabled employees	95	3%
No. of Women employees	2228	64%

Table 2: Top 5% of Earners

<b>Directorate</b>	<b>Total of Top 5% of Earners</b>	<b>Women</b>	<b>Disabled</b>	<b>Ethnic Minority</b>
<b>Corporate Services</b>	51	37%	4%	2%
<b>People</b>	71	55%	3%	1%
<b>Place</b>	47	40%	0%	2%
<b>Transformation &amp; Performance</b>	10	60%	0%	20%
<b>Total Number of Employees</b>	179	46%	2%	3%
	<b>Number</b>	83	4	5

Calculated by dividing the number of women, disabled or ethnic employees in Directorate falling into Top 5%, by the total number of employees in Directorate in Top 5%, multiplied by 100 to obtain percentage.