

# APPENDIX H

## Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	Dave Burbage
<b>Directorate:</b>	Finance
<b>Date of Completion:</b>	27 January 2016

### Name of Policy/Strategy/Service/Function Proposal

**MEDIUM-TERM FINANCIAL STRATEGY AND BUDGET STRATEGY 2016/17-2019/20**

### The Aims, Objectives and Expected Outcomes:

The Medium Term Financial Plan (MTFP) sets out the projected resources from Revenue Support Grant and other Government grants, assumed levels of council tax, fees and charges and projected costs of delivering existing services.

The revenue and capital budget and council tax level for 2016/17 will be set at the Council meeting on 24 February 2016.

The financial position facing the council continues to be severe and following the Comprehensive Spending Review announced on 25 November 2015 and the Provisional Local Government Finance Settlement announced on 17 December 2015 the council faces further significant reductions in government grants and increased costs of services for the next four financial years 2016/17 to 2019/20. This means that the council needs to bridge a revenue budget gap of £17.368 million in 2016/17 and a further £19 million or more over the period 2017/18 to 2019/20.

Because of the sheer scale of the grant losses coupled with increasing need and costs of services particularly adult social care the savings required to be made are substantial. Being on top of significant on-going savings already made over the last 5 years, some £50 million, the savings open to the council are limited.

This means that the council has to focus on its statutory responsibilities and treat discretionary services as a low priority. Even on statutory duties the council has to look at new ways of delivery that are more affordable.

Where possible savings are targeted at efficiencies, back office costs, income generation, working in partnership and by getting others to take over provision.

In considering the budget options Council will need to strike a balance between: the need to invest in capital infrastructure to improve services; direct revenue resources to the vision and priorities; the level of council tax; the levels of fees and charges; and the level of savings and service reductions and use of any available

balances. It also needs to take into account the medium-term financial position the Council faces.

The impact of these options on service users, council tax payers, statutory duties and the Equality Impact will also need to be considered in coming to a decision.

In relation to need the Council, jointly with NHS Isle of Wight, develop and maintain the Strategic Needs Assessment (JSNA). The JSNA is a key part of the new local arrangements to improve health and wellbeing on the Island, outlined in the government's public health white paper 'Healthy Lives, Healthy People'. The Health and Wellbeing Board brings together Isle of Wight Council, NHS Isle of Wight and the Clinical Commissioning Group, as well as other local partners. The Board provides a framework for these organisations to take a joint approach to improving the health and wellbeing of the Island population.

The JSNA is intended to provide a comprehensive picture of the Island's health and wellbeing, and will enable the Health and Wellbeing Board to develop an over-arching Health and Wellbeing Strategy for the Island. This strategy will respond to the needs and priorities identified in the JSNA, and plan what services and activities are required to address them.

- That there are inequalities in health between different groups within the population which could be avoided.
- That these inequalities, and health and wellbeing in the whole population, are influenced by wider 'social determinants of health', such as our material circumstances and social environment.

The JSNA also covers the economy, education and, housing. As part of the overall Medium-Term Budget Strategy resources will be identified for redirecting to initiatives to tackle priority areas within the Health and Wellbeing Strategy.

The Council from 1 April 2013 took over responsibilities for Public Health and it receives a ring fenced grant of some £6m which is spent on a range of prevention and intervention strategies to improve Health outcomes.

Where possible the council seeks to protect the most vulnerable and focus savings away from those services and spend that would have the greatest impact on the receivers of services.

This is an updated policy from that agreed at the Council on 25 February 2015

## Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?

There are a number of savings options that would directly impact on service users some of whom will be those with protected characteristics. The recommended savings attempt to minimise this by not recommending those savings that have the most impact. Because of the extent of the savings to be made the council has limited ability to avoid some savings that impact on protected groups and limited ability to mitigate against them. In the report those savings not recommended include supporting people budgets, youth service and removing free parking for blue badge holders.

The resources that will be available are directed to meeting statutory duties and need and a key priority within the budget is protecting the most vulnerable with health and social care investing in support prevention and continuing care. Despite the savings gap the overall budget for adult social care will increase by some £4 million in 2016/17.

There may be an impact on staff as the savings required to be made are extensive and will relate to all areas of the Council's activities.

All staffing restructures will include their own Equality Impact Assessment.

Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a "legitimate expectation" for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations

Budget engagement events and budget consultation focus groups and an on-line survey has been held. A summary of the outcomes from these are set out as appendix G to the budget report.

Do different groups of people within the local community have different needs or experiences in the area this issue relates to?

Yes and this is taken into account within the Vision and Priorities

Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	Yes the scale of the savings required means that the council has to operate radically differently than now and move to a smaller enabling council rather than a direct provider. The council will enter into strategic partnerships and different delivery models as well as significantly reduce its activities
Will the proposal have a significant effect on how other organisations operate?	Potentially as a number of services will only be able to be delivered if other organisations take them on.
Does the proposal involve a significant commitment of resources?	Yes it deals with the Council's overall resources and Budget
Does the proposal relate to an area where there are known inequalities?	The Medium-Term Financial and Budget Strategies covers all areas of the Council's activities

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			√	<p>All council services are delivered to meet the needs of the diverse local community. We are able to provide information in alternative formats on request. There are specific investment and service proposals that will impact on older people, young people and vulnerable adults differently. For example the National Government Concessionary Fares scheme is a statutory scheme and is applicable to over 60's only.</p> <p>The Isle of Wight has a relatively large proportion of elderly residents and the Council has a priority in trying to protect the most vulnerable .The Council is also investing in raising Educational standards and children's social care which has an impact on that demographic group. The Local council Tax Support scheme protects pensioners by enabling them to receive up to 100% of support towards their council tax bills depending upon their income. The scheme also disregards child benefit as income thus enabling greater support to families with children. Despite the effective reduction of £2.534 million in government grant related to the funding of local council tax support the council agreed at its</p>

				meeting on 20 January 2016 to adopt a scheme that only recoups £633,000 of this and agreed a targeted hardship fund to protect those most in need of support.
Disability			√	<p>All council services are delivered to meet the needs of the diverse local community. We are able to provide information in alternative formats on request such as large print, Braille when requested. There are specific investment and service proposals that will impact on older people, young people and vulnerable adults differently</p> <p>We work to ensure that community consultation takes place in accessible venues and at accessible times to suit the audience that we engage with. The scheme for Council Tax Support includes protection for those claimants receiving disability allowances and the working vulnerable .In addition services for vulnerable people are prioritised for resource allocation. The council currently includes a discretionary element within the concessionary fares scheme that provides free travel for disabled travellers and their carers but this is proposed to be removed as it is a discretionary element and is no longer affordable.</p> <p>Under the local council tax support scheme certain enhancements to disabled claimants partners and dependent children are preserved and disability living allowances and personal independence payments are disregarded as income. There is also an exceptional hardship fund to target support to those most in need of support.</p>
Gender Reassignment			√	There are no proposals to change the allocation of resources in a way that would impact on gender reassignment
Marriage & Civil Partnership			√	There are no proposals to change the allocation of resources in a way that would impact on marriage and civil partnership
Pregnancy & Maternity			√	There are no proposals to change the allocation of resources in a way that would impact on pregnancy and maternity other than for staff where it is proposed that the additional 12 weeks paid maternity leave which is not a statutory right be removed.
Race			√	<p>All council services are delivered to meet the needs of the diverse local community. We are able to provide information in alternative formats on request such as alternative languages for those members of our community who English is not their first language. We work to ensure that community consultation takes place at a time to suit the audience we want to engage with e.g. taking the consultation to them. There are no specific investment or savings proposals that will impact on race</p>

Religion / Belief			√	Where possible we work to ensure that we provide opportunities for people to engage with our consultation and community engagement activities, taking account of when people would not be available such as religious days of worship to maximize participation .There are no specific investment or savings proposals that will impact in relation to religion/belief
Sex (male / female)			√	There are no proposals to change the allocation of resources in a way that would impact on gender
Sexual Orientation			√	There are no proposals to change the allocation of resources in a way that would impact on sexual orientation

### Evidence Considered During Screening

The provisional 2016/17 Local Government Finance Settlement was announced on 17 December 2015 and this sets out government grant levels for 2016/17 to 2019/20 and confirm that the Council faces a projected £36 million budget gap over those four financial years .The overall strategy has taken into account where practicable the Budget engagement and Consultation exercises undertaken so far .

Director Sign off:

Dave Burbage

Advice sought from Legal Services (Name)

Helen Miles

27 January 2016

**Are there aspects of the proposal that contribute to or improve the opportunity for equality?**

**Yes**

The allocation of resources to priority areas of need such as older and vulnerable people and children's services will be targeted at people with the most disadvantage and inequality. The JSNA and the resultant Health and Wellbeing strategy direct resources and activity to priority areas of inequality.

## Stage 2 Full Equality Impact Assessment

<b>Assessor(s)Name(s):</b>	<b>David Burbage</b>
<b>Directorate:</b>	<b>Finance</b>
<b>Date of Completion:</b>	<b>26 January 2016</b>

### Name of Policy/Strategy/Service/Function Proposal

**MEDIUM-TERM FINANCIAL STRATEGY AND BUDGET STRATEGY 2015/16-2016/17**

### The Aims, Objectives and Expected Outcomes:

The Medium Term Financial Plan (MTFP) sets out the projected resources from Revenue Support Grant and other Government grants, assumed levels of council tax, fees and charges and projected costs of delivering existing services. It also sets out the additional investment required in key priority areas over and above existing budget provision.

The Revenue and Capital Budget and Council Tax level for 2016/17 will be set at the Council meeting on 24 February 2016.

In considering the budget options Council will need to strike a balance between: the need to invest in capital infrastructure to improve services; direct revenue resources to the eight priorities; the level of council tax; the levels of fees and charges; and the level of savings and service reductions and use of any available balances. It also needs to take into account the medium-term financial position the Council faces.

The impact of these options on service users, council tax payers, statutory duties and the Equality Impact will also be considered in coming to a decision.

In relation to need the Council, jointly with NHS Isle of Wight, develop and maintain the Strategic Needs Assessment (JSNA). The JSNA is a key part of the new local arrangements to improve health and wellbeing on the Island, outlined in the government's public health white paper 'Healthy Lives, Healthy People'. A local Health and Wellbeing Board has been established which brings together the Isle of Wight Council, NHS Isle of Wight and the Clinical Commissioning Group, as well the Police and other local partners. The Board provides a framework for these organisations to take a joint approach to improving the health and wellbeing of the Island population.

The JSNA is intended to provide a comprehensive picture of the Island's health and wellbeing, and will enable the Health and Wellbeing Board to develop an over-arching Health and Wellbeing Strategy for the Island. This strategy will respond to the needs and priorities identified in the JSNA, and plan what services and activities are

required to address them.

- That there are inequalities in health between different groups within the population which could be avoided.
- That these inequalities, and health and wellbeing in the whole population, are influenced by wider 'social determinants of health', such as our material circumstances and social environment.

The JSNA also covers the economy, education and, housing. As part of the overall Medium-Term Budget Strategy resources will be identified for redirecting to initiatives to tackle priority areas within the Health and Wellbeing Strategy.

The vision for the Island is that it is a great place to live, work and visit and to make this a reality the council needs to work in partnership with health, police, agencies, businesses, and voluntary sector, town and parish councils. The Resource allocation and budget strategy need to flow from this as set out below: The proposed priorities are :-

- 1) Supporting growth in the economy, making the island a better place and keeping it safe
- 2) Keeping children safe and improving their education
- 3) Protecting the most vulnerable with health and social care, investing in support prevention and continuing care
- 4) Ensuring that all the resources available to the Island are used in the most effective way in achieving the Island's priorities

The Medium-Term Financial Strategy and Budget Strategy direct resources to these priorities and reflect the change to the shape and direction of service delivery that will be required to deliver the outcomes and make savings of some £36m over the next four financial years.

**This is an updated policy from that agreed at the Council on 25 February 2015**

### **Scope of the Equality Impact Assessment**

The Budget Strategy for 2016/17-2017/18 covers the remaining life of this Council and all of the activities and services that the Council is responsible for.

The overall strategy has taken into account the Council's statutory duties, the needs of service users, impact on council tax payers, business, residents and visitors. The outcomes from the budget engagement events and on-line survey have also been considered. It also has to be framed in the context of very significant reductions in grants from government and a projected budget gap over the next two financial years of some £25m.

A Budget Review was undertaken and reported to Cabinet and Council in September and October 2016 and a further update on the overall Budget was reported to the Full Council on 20 January 2016.

The local Council Tax Support scheme was considered and agreed at Full Council on 20 January 2016.



## Analysis and assessment

The overall Budget and Medium-term Budget Strategy has been developed in the context of the Council's priorities for investment and action and the overall financial position facing the Council now and into the future.

To do this, at the same time as delivering significant savings and balancing the budget, the budget savings proposals concentrate on achieving as many savings as possible from non-direct service delivery and those areas most valued by the public. Savings have been prioritised from capital financing costs, support services, management costs, procurement and contract management savings, income generation, use of capital receipts, staff terms and conditions and efficiencies. Services are also being delivered through commissioning services differently through the waste contract, Fire and rescue service, public health investment, children's services and adult social care and health integration.

These savings include opportunities where the council can improve its income which enable more services to be protected and maintained. As grant income is reduced by the government it is essential that alternative sources are sought.

Even this is not enough and savings have to be made by reducing or stopping what the council does. The savings have been targeted at those areas that are discretionary and where there is lesser priority and impact.

The Provisional Local Government Financial Settlement for 2016/17- 2019/20 and the consequent reduction in resources have been taken into account in formulating the proposals needed to balance the budget in 2016/17 and 2017/18.

The assessment of the impact and mitigating measures where practicable are set out in the attached Appendix.

## Recommendations

The Council's Vision and Priorities seek to protect and support the most vulnerable. The Priorities reflect the need to meet statutory duties and resource allocations are maintained and increased in Children's services. Savings proposed in Adult Social Care are focused on accessing greater funding from Health and investing in preventative strategies and integration that meet need more effectively at less cost. The previous budget strategy agreed at full council in February 2015 included use of some £9m of reserves and balances in 2014/15 and 2015/16. The current budget proposals include a further use of available reserves of £4 million in 2016/17 and another £1 million in 2017/18 reducing available reserves to a minimum safe level. It is also proposed to levy a 3.99 percent increase in council tax in 2016/17. The proposed savings to bridge the remaining gap in 2016/17 are set out in Appendices C and D to the report. Those savings options within adult social care are focused on delivering savings through efficiencies and different more targeted services. The council will still meet its statutory duties and provide support to those most in need. A number of savings with a bigger impact on service users are not being recommended.

## Summary

<b>Date of Assessment:</b>	27 January 2016
<b>Signed off by Head of Service/Director</b>	Dave Burbage Head of Finance and Section 151 Officer
<b>Review date</b>	30 January 2016
<b>Date published</b>	2 February 2016

EQUALITY IMPACT ASSESSMENT APPENDIX

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive and Negative	<p>There are specific investment and service proposals that will impact on older people, young people and vulnerable adults differently. For example the National Government Concessionary Fares scheme is a statutory scheme and is applicable to over 60's only.</p> <p>The Isle of Wight has a relatively large proportion of elderly residents and the Council has a priority in trying to protect the most vulnerable .The Council is also investing in raising Educational standards and children's social care which has an impact on that demographic group. The Local council Tax Support scheme protects pensioners and vulnerable claimants by enabling them to receive up to 100% of support towards their council tax bills depending upon their income. The scheme also disregards child benefit as income thus enabling greater support to families with children. Despite the effective reduction of £2.534 million in government grant related to the funding of local council tax.</p>	<p>The Council has a range of statutory duties and because of the severity of government grant cuts has to focus the limited resources it has on meeting these. In adult social care and children's services there are eligibility criteria and specific activities and standards the council has to meet and resources have been directed to these areas.</p>	<p>The overall thrust of the budget strategy is to concentrate savings options on back office functions, income generation, efficiencies and service redesign. Of the recommended savings options some £9.5 million arise from these areas. This is to ensure services to the most vulnerable are protected where possible and resources are allocated primarily to the council's statutory duties.</p> <p>There are proposed savings in adult social care through efficiencies service redesign and reviewing complex cases. All cases will be the subject of review and support targeted to need.</p> <p>One of the council's key priorities is the integration of health and adult social care and substantial investment is being made through the vanguard new models of care project. A whole integrated systems redesign is being undertaken that will look to ensure better outcomes for people whilst securing savings.</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
				<p>The Local council Tax Support scheme protects pensioners by enabling them to receive up to 100% of support towards their council tax bills depending upon their income. The scheme also disregards child benefit as income thus enabling greater support to families with children. Despite the effective reduction of £2.534 million in government grant related to the funding of local council tax support the council agreed at its meeting on 20 January 2016 to adopt a scheme that only recoups £633,000 of this and agreed a targeted hardship fund to protect those most in need of support.</p> <p>In setting out the budget choices to meet the budget gap in 2016/17 it is proposed that £4million of available reserves will be used and those savings that would have a bigger impact on young people through the youth service and early help as well as the closure of resource centres for older people and the mental health day services are not being recommended.</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Disability	Negative Impact	One of the proposed budget savings is the removal of the discretionary element of concessionary fares	This is a discretionary element and in the context of the severity of government grant reductions the council must allocate the limited resources it has to meet statutory duties	<p>Although this would remove a discretionary element the national statutory scheme will provide free bus travel within the times prescribed to all those eligible.</p> <p>Under the local council tax support scheme certain enhancements to disabled claimants partners and dependent children are preserved and disability living allowances and personal independence payments are disregarded as income. There is also an exceptional hardship fund to target support to those most in need of support.</p>
Gender Reassignment	No impact			
Marriage & Civil Partnership	No impact			
Pregnancy & Maternity	No impact			
Race	No impact			
Religion / Belief	No impact			

EQUALITY IMPACT ASSESSMENT APPENDIX

**APPENDIX H**

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sex (male or female)	No impact			
Sexual Orientation	No impact			
HR & workforce issues	Negative	In order to deliver a lawfully balanced budget the council has to implement a range of savings. Inevitably this will lead to a significant reduction in jobs. The job losses will be particularly concentrated in support services but will be across the board. At this stage it is not known whether this will impact on staff from protected groups.	The council will monitor the overall impact of work and resource accordingly if the preferred scheme is adopted and undertake an initial EIA screening on the impact of HR workforce issues.	The council will follow agreed HR policies and procedures in implementing job reductions and take into account its legal obligations related to protected groups.
Human Rights implications if relevant	n/a			