



# Equality Impact Assessments 2023-24

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS01-2324 – Supporting children on the edge of care (no wrong door)
<b>Directorate and Service Area</b>	Children and Families / Targeted Services
<b>Date Completed</b>	12/10/22
<b>Lead Officer</b>	Anthony Wild

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

Invest to save with the aim of helping children on the edge of care. Funding for team has been agreed from DfE for first 12 months but will require additional support to make the savings required.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Put support into services that can help the overall family with additional support and group conferencing allowing more children in care to stay safely within the family remit.

#### Who is intended to benefit from this proposal, how and why?

Families.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Leeds by having increased group conference services, have managed to reduce costs by 10% of children in care placements.

#### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Families.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from

any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	N/A
Disability			✓	N/A
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	N/A
Race/Ethnicity			✓	N/A
Religion or belief			✓	N/A
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	N/A

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No

## Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

## Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as overall neutral and it will not have any impact on services or service-users which could be assessed.



## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS02-2324 – Review of residential placements supply
<b>Directorate and Service Area</b>	Children and Families / Children in Care
<b>Date Completed</b>	12/10/22
<b>Lead Officer</b>	Stephen Orchard

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

To secure 20 beds at a discounted rate of 10% from local children's placement providers and reduce high cost residential placements by 1. Also talking to local foster suppliers to understand places available and real time gaps when cross boundary placements end, to assess transfers from lower cost residential placements by 10.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

More children placed locally at a lower net cost.

#### Who is intended to benefit from this proposal, how and why?

Foster and residential children.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Benchmarking advises children in care benefit from being placed locally.

#### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Foster and residential children in care.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain

which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age		✓	✓	Higher quality local placements for children in care.
Disability			✓	N/A
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	N/A
Race/Ethnicity			✓	N/A
Religion or belief			✓	N/A
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	N/A

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## Follow-up Equality Impact Assessment

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as overall neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS03-2324 - Review of Direct payments – agency usage
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Commissioning
<b>Date Completed</b>	12 October 2022
<b>Lead Officer</b>	Richard Skellern

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

To carry out a data cleanse and subsequent review of some targeted Direct Payment packages identified through mid-project review of data cleanse.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The outcomes of this proposal are to ensure that people in receipt of direct payments have an amount of money appropriate to meet their eligible care and support needs. It is anticipated that, while some packages may increase, an overall net saving will be achieved where needs have changed and levels of direct payments reduced.

#### Who is intended to benefit from this proposal, how and why?

Reviews of packages, while anticipating savings, will ensure that people in receipt of direct payments will have the opportunity to consider alternative ways to have care and support needs met and looking at more efficient and effective methods.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

The data cleanse will inform the review in terms of making existing care and support provision more transparent to access effectiveness and possibility of appropriate alternative provision and ultimately funding.

#### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some

disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	Age will not be a factor in assessing care and support needs, although it is likely that more older people will be in receipt of care and support via direct payment. Direct payments will still be required to be adequate to meet eligible care and support needs.
Disability			✓	Disability will not be a factor in assessing care and support needs, although it is likely that more people with a disability will be in receipt of care and support via direct payment. Direct payments will still be required to be adequate to meet eligible care and support needs.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	Will not be a factor in assessing care and support needs
Race/Ethnicity			✓	Will not be a factor in assessing care and support needs
Religion or belief			✓	Will not be a factor in assessing care and support needs
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	Will not be a factor in assessing care and support needs

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No, as anyone still requiring a direct payment will continue to be in receipt of one that is adequate to meet all eligible care and support needs.

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS04-2324 - Community Led Support
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Learning Disabilities
<b>Date Completed</b>	27/10/2022
<b>Lead Officer</b>	Gina Grimes

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

To utilise the Locality Connectors to source community-based support. On an invest to save basis to drive efficiencies.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The intended outcome is to realise the benefits of enabling lower level support to be more widely available by building on the strengths and assets in our communities to move to a more preventative and early intervention approach. This will help to reduce the demands on statutory services and help to lower costs.

If we do not have adequate connectors in the communities to re-direct people they ultimately result in contacting social care further down the line and the opportunity for lower level support has been missed.

#### Who is intended to benefit from this proposal, how and why?

The individual. If support can be provided on a local/place-based level this enables the individual to remain in their community and maximise assets in reach of their home. This in turn supports the communities to grow, develop and promotes businesses in the area.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

No consultations have taken place. However, data has been collected that shows the following: "Figures currently being recorded (April / May 2022) for referrals to the Locality Connector team show that approx. 58 (out of 184 in April/May 2022) have avoided a social care package by utilising the Locality Connector team. More detailed work is currently taking place on the types of packages avoided."

No specific impact to people with protected characteristics.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	The intended approach for Community Lounges was open to all adults age 18 and upwards to provide information, signposting and advice. However, what we have found that families with children are attending. We would advocate a whole family approach and would sign post inclusive of children's support.
Disability			✓	All community lounges would need to have disabled access in place.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	Proposal not gender specific
Race/Ethnicity			✓	Proposal not race/ethnicity specific
Religion or belief			✓	Not specific
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	Not specific

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No



## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

No

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

N/A

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS05-2324 - Non-personal care tasks (Charging for cost of care)
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Provider Services
<b>Date Completed</b>	27/10/2022
<b>Lead Officer</b>	Gina Grimes

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

To reduce the type of support provided to individuals in Stoke-on-Trent. This support is part of a domiciliary care package and provided to an individual with Care & Support eligible needs as defined in the Care Act 2014, however, does not need to be met via the Local Authority, but could be met by the community or voluntary sector.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The intended outcome is to move over specific tasks to the wider community or voluntary sector to meet assessed needs. Support from Community lounges and Locality Connectors would support with signposting and scoping of localities/place to identify alternatives and gaps.

The risk is the complexity of individuals, multiple needs, may impact on the community/Voluntary sectors ability to support. This includes suitably trained staff and risk management in some cases.

#### Who is intended to benefit from this proposal, how and why?

The individual. To have a wider choice in what service is meeting need and opportunity to access the community.

The Local Authority – to reduce domiciliary care hours in non-personal care tasks, will enable commissioned hours to move to the individuals/packages waiting for care.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

No consultations. No specific impact identified that the proposal may have on people with differing protected characteristics.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	Proposal is not age specific
Disability		✓		Proposal is to optimise independence
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	Proposal is not gender specific
Race/Ethnicity			✓	Proposal is not race/ethnicity specific
Religion or belief			✓	Not Specific
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	Not Specific

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

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<b>Proposal being assessed</b>	VS06-2324 - Single Handed, Prevention and Trusted Assessor Project
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration & Wellbeing
<b>Date Completed</b>	12/10/22
<b>Lead Officer</b>	Mubarak Darbar

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

The Project will enable people to receive appropriate level of care and support that maximises their independence through independent living techniques, training and deploying less staff who are skilled in using available technologies and equipment. People who receive the double up home carers visiting their home for lifting and handling purposes, with the right support and technology/aid, can be assisted with one carer and the client not needing two people. By working in partnership with the home care Providers we will introduce the Trusted Assessor role, providers will be able to alert the Council where there is overprovision of home care support. Additionally, with the right preventative measures offered by wider services Stoke-on-Trent residents will have access to wider resources on offer to support them reaching even greater independence and control.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The purpose of this project is to bring together different initiatives which will provide appropriate levels of care to people in a more effective way, and maximising the capacity of the current home care workforce. The proposal is to train home care providers on the use of lifting and handling, purchase equipment and additional capacity that would be required within Occupational Therapy and Social Work teams. Working creatively with providers using a Trusted Assessor methodology will not only deliver efficiencies but also release much needed capacity.

Stoke-on-Trent City Council currently commissions home care from 27 providers of which 19 of the 42 home care providers are registered in Stoke-on-Trent (45%).

Stoke-on-Trent City Council commissions home care packages for 1127 people with 14,362 commissioning hours per week. The number of double handed care packages is 217 that equates to 5616 double up home care hours per week. It is important to recognise the double up hours do fluctuate up and down throughout the year the hours given in this report was captured on the 26.09.2022.

There are 154 more people waiting for a home care package with approximately 1690 hours per week to be allocated.

There has been a 35% increase in home care over the last 2 years and this is putting an unsustainable pressure on the capacity of the local home care market to meet people's needs,

particularly in relation to hospital discharges. In addition, this has created significant pressure on the Council's budget. This initiative will assist in realising the pressures in the system and allow people to have greater independence.

### **Who is intended to benefit from this proposal, how and why?**

The home care provider market is under huge pressure as it is unable to deliver the demands placed on them by adult social care. The release of this much needed capacity will assist in meeting current unmet demand and mitigate the risk of matters escalating for the residents of Stoke-on-Trent needing home care services but can't be provided.

By applying this method there will be the potential of 'gross' efficiencies achievable and reduction of hours described as in the table below:

#### **Single Handed Project**

	Estimated reduction of hours per week	Estimated reduction of efficiencies £ per annum	Reduction of the budget and hours
1	1404	1.5M	25%
2	1797	1.9M	32%

#### **Trusted Assessor Project**

	Estimated reduction of efficiencies £ per annum	Estimated reduction of hours per week	Estimated reduction of hours per annum
1	60K	58	3,000

## **Assessment of Impact**

### **List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics**

Home care providers were consulted of the proposals and was received well. This approach taken is in line to how a care package would be reviewed by a social worker as there would be same checks and balances with the dedicate appointments of a Welfare Assessor and an occupational Therapist.

### **If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.**

The Council is under a statutory duty to provide care and support in accordance with s18 of the Care Act 2014. Where proposals impact on care plans, the Welfare Assessor and Occupational Therapist will consider whether a full reassessment are required. Consultations and equalities issues will always be considered where there are changes to service outputs.

Where external providers are engaged to provide services (which includes the provision of agency staff) or to supply equipment or other deliverables, the Council will comply with its obligation.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected

characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	All changes will be in accordance to the Care Act 2014 assessment based on needs and the care and support plan.
Disability			✓	All changes will be in accordance to the Care Act 2014 assessment based on needs and the care and support plan.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	All changes will be in accordance to the Care Act 2014 assessment based on needs and the care and support plan.
Race/Ethnicity			✓	All changes will be in accordance to the Care Act 2014 assessment based on needs and the care and support plan.
Religion or belief			✓	All changes will be in accordance to the Care Act 2014 assessment based on needs and the care and support plan.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	All changes will be in accordance to the Care Act 2014 assessment based on needs and the care and support plan.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

NA

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.



## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS07-2324(a) – Locality Team - Annual Reviews
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Local Wellbeing
<b>Date Completed</b>	12/10/22
<b>Lead Officer</b>	Sarah Totten

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

The locality teams have maintained a good proportion of 6wks post discharge reviews throughout the year. This has helped in stepping down some high cost packages of care and make some savings. However, owing to the high demand for adults social care both from the hospital and the community, locality teams have struggled to complete annual reviews adequately. It is hypothesised many of these long term packages of care may have remained at higher level than would have been expected and possibly required.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Outcomes are to promote a focused review on all annual reviews which will ensure clients have the right care in place and the Local Authority will ensure correct funding streams are in place

Outcome will also be a release on demand in either 24 hour care or Dom care by ensuring reviews are undertaken

Preventing crisis work with clients due to a touch point with us during the review process which is not happening at present

Potential detractors can be market capacity to meet need, community led support to enable a strength based approach

#### Who is intended to benefit from this proposal, how and why?

### Assessment of Impact

Adults with care and support needs – focus on over 18 with physical and organic mental health illness including carers

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

None completed to date but will be required should the business case be approved and taken forward.

**If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.**

Initial modelling on annual reviews needs to be undertaken and to remove the double handed care reviews that can be met via the SHC project – we have already completed those under 0-7 so the focus will be on annual reviews without a touch point in the last 12 months

Further consultation will take place to ensure that adults are not negatively impacted prior to implementation.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age		✓		All adults will have a positive review with an experienced worker
Disability			✓	ADP practice in reviews
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	Proposals will not positively or negatively impact on this characteristic
Race/Ethnicity			✓	Proposals will not positively or negatively impact on this characteristic
Religion or belief			✓	Proposals will not positively or negatively impact on this characteristic
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	Proposals will not positively or negatively impact on this characteristic

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS07-2324(b) Transforming the Front Door to Adults Social Care (and embedding the move to Asset & Strengths Based Approaches)
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Provider Services
<b>Date Completed</b>	12/10/22
<b>Lead Officer</b>	Sarah Totten

## Identifying the aims of the proposal

### What is the main purpose and scope of the proposal?

This programme comprises of three elements:

#### 1. Transforming the Front Door

To develop a new approach in the First Contact Centre to transform the way we talk to people at our front door. Focus will be on helping people to access community based services and on how the networks around a person can help meet their needs. We will:

- work with our front door to change the conversation we are having with people;
- review our 'First Contact' response;
- move away from trying to respond to what people identify as what is wrong with them and start helping people with what is important to them
- seek a more strengths based approach with our local communities, support groups and the voluntary sector

For those who need immediate support we plan to develop a new short term (6 week), intensive wrap around service which will:

- Expand the current Enablement service with an Improving Independence Team using specialist staff including OTs, Sensory and Physios.
- Look at the potential of issuing small preventions personal budgets, of up to £200, to access community services and/or purchase equipment and products that will help them to be independent.
- Expand the use of existing and new technologies.
- Link people to Voluntary and Community organisations to provide on-going support

The Council and CCG have jointly commissioned the National Development Team for inclusion to work with us in developing a strength-based model. This is called Community Led Support.

#### 2. Expansion of Telecare and Lifeline Services

To develop and expand the City Council's 24hour Lifeline Service to transform the use of assistive technologies within the adult social care sector to extend the range of technology that is currently available.

The Emergency Lifeline team can be utilised to contact individuals to prompt vulnerable people using assistive technology. To support the expanded assistive technology, offer additional staffing could be required.

There is also a potential to obtain income from self-funders and the service could be promoted to other local authorities or used by the CCG for health technology monitoring systems in the home. If the service is expanded then further staffing investment would be required, but this would be addressed on a case-by-case basis through a cost-benefit analysis and highlighted in future business cases.

### **3. Review all Packages under 7 hours and Single Services**

To carry out a care management review of needs for all home care packages under 7 hours per week and anyone in receipt of single services.

Under the Care Act the threshold for Statutory services requires at least two or more identified substantial needs/outcomes and the level of support provided under 7 hours per week indicates that there is not a substantial need under the Care Act.

Using the new Strengths based approaches the Council will look at how Voluntary and Community groups could re-provide support for individuals. The use of technology will also be explored to support people to become more independent.

#### **What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?**

This transformation programme aims to realise the benefits of utilising assistive technology and enabling lower level support to be used more widely. This is done by building on the strengths and assets in our communities to move to a more preventative and early intervention approach.

The strength based approach starts by looking at a person's strengths - what someone can do – not what they cannot do. Through good conversations with individuals we can find out their concerns, what has already been tried and what else might help. Once we understand their situation properly, we can then work with the person to find good solutions that work. This is a move away from trying to respond to what people identify as weaknesses and towards helping people with what is important to them.

By understanding an individual better means that early intervention can be put in place to reduce the need for more long-term statutory services and crisis intervention (such as hospital admissions/after care). Early intervention can include assistive and wearable technology that can help with medication reminders, monitoring movements, reducing isolation and helping people to do everyday tasks such as turning on/off lights, closing blinds, turning on the TV, boiling a kettle etc.

Using the strength based approach and expanding our assistive technology collection, we will help to reduce, prevent and delay the demands on statutory services and also individuals access to wider low level support through the VCS. Based on the concept of 'Prevent, Reduce and Delay', the outcomes will enable individuals to take control over their own health and wellbeing, keep independent at home for longer, assist their informal carers and improve quality of lives.

The expansions of new technology and new approaches will help to lower costs with savings being achieved in long term care packages for new referrals (estimates will be based on cautious reductions in domiciliary care and older people residential care budgets). This will

allow the Council to focus its resources on those that are in need of the most complex care and safeguarding concerns who will be fast tracked into the statutory service.

The work carried out under the strength based approach will follow these seven principles:

- Co-production brings people and organisations together around a shared vision
- There is a focus on communities and each will be different. The front door and the communities are linked and can connect so people are linked back into their neighbourhood support.
- People can get support and advice when they need it so that crises are prevented
- The culture becomes based on trust and empowerment
- People are treated as equals, their strengths and gifts built on
- Bureaucracy is the absolute minimum it has to be
- The system is responsive, proportionate and delivers good outcomes

### **What could contribute/detract from delivery of outcomes?**

There is a risk that staffing capacity will continue to be impacted upon by Covid and therefore reduce their ability to undertake this enablement work and to undertake adequate and timely service user assessments and reviews. Annual Reviews will take longer than light touch reviews for people on low care packages in previous years which will have an impact in year one unless an investment can be made to backfill the reviews team or spread the reviews over two financial years.

Outcomes depend on which individuals enter the front door and what their presenting needs are. If they have high needs they may still require paid for services. When reviews are completed, there is a risk whereby the care and alternative provision may actually increase in cost rather than decrease.

Staff will require training and the locality model needs to be embedded to ensure that staff understand the asset based approach model. Staff will also need to ensure they are linked into the community to know what is available within the community.

There is a risk that although the enablement work is completed successfully, there may be a lack of preventative community support available and therefore the individual may be required to pay for services or find alternative provisions.

There is a risk that staff may leave and new staff may not be able to be recruited with the right skills.

### **Who is intended to benefit from this proposal, how and why?**

#### **What will this mean for Stoke-on-Trent residents?**

- Access to services which will keep them independent for longer
- Easily accessible and up to date information and advice about community resources, equipment, technology, and services to promote health and wellbeing and self-help are available;
- Strong and self-reliant communities with visible community leaders and navigators;
- Increased choice and control over how vulnerable adults live their lives and meet desired outcomes;
- Conversations which are focused on strengths and finding creative and tailored support solutions;
- Carers who are connected to up to date resources, information, and peer support groups to sustain them in their caring roles;
- More employment and volunteering opportunities for working age adults with learning disabilities and mental health' and

- Flexible accommodation options that support independence and the individual's life journey

Those residents who will particularly benefit from the programme include:

- Older people (over 65yrs)
- People with a physical disability
- People with a sensory impairment
- People with a learning disability
- People with a mental health condition
- People at risk of social isolation

### **What will this mean for the VCS and Local Communities?**

This transformation programme will see greater involvement from the VCS and local community and has the opportunity to expand their offer and to become more sustainable. The sector will therefore be in a strong position to be able to work with the local authorities and CCGs to help shape services in the future.

The approach increases their profile as professionals will understand and gain further knowledge of the sector and how it can be used to help their clients.

### **What will this mean for the City Council?**

The City Council will benefit by making financial savings and by focusing its resources on those that are in need of the most complex care and safeguarding concerns.

Social Workers, the enablement team and other professionals will be able to find alternatives to the traditional more expensive care provision that is currently the norm. The changes allow them to be creative, flexible and person centred when coordinating care packages and this will result in a service that will offer improved value for money.

The number of people entering our front door will increase over the coming years and the future demand for statutory services will not be sustainable as Councils face reducing budgets. The above approaches will help the council to manage this demand and control the number of people entering statutory services.

The City Council will continue to deliver the requirements of the Care Act.

The City Council will continue to build strong working relationships with the VCS and the local community.

## **Assessment of Impact**

**List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics**

### **Transforming the Front Door and Review all Packages under 7 hours and Single Services**

There are currently estimated to be 44,600 people over 65 yrs. old in Stoke-on-Trent. This is estimated to grow by 11,400 by 2040 to more than 56,000 people (POPPI ONS Statistics 2020). The number of people over 75yrs old and living alone is forecast to grow by 42% over the same period from 8,094 to 11,491 (POPPI ONS Statistics 2020). The number of people in Stoke-on-Trent over 75yrs old with a Learning Disability is estimated to grow by 46% to 578 people by 2040, which although small numbers the significant cost implications for each individual is potentially very high.

As people live longer they have more complex and often multiple long term health conditions (e.g. Diabetes, Stroke, Dementia, Cardiovascular, Continence) leading to higher long term care

costs. There is also an ageing cohort of people living with disabilities reaching into old age that was not as prevalent in the past.

This therefore demonstrates that the number of people entering our front door will increase over the coming years and the future demand for statutory services will not be sustainable as Councils face reducing budgets. The above approaches ensure everyone who enters our front door will be treated fairly and equally and are given the same opportunities as others.

There should be a positive impact on those entering the front door, as they will have access to enablement support who will work closely with them to understand their strengths and work to help them to either remain or become independent.

The strength based approach to be taken during assessments and reviews of individuals will have a positive impact on individuals, as it will require close working with their allocated worker, which benefits the individual by ensuring they are receiving the right support for them.

There is a potential accumulative risk to individuals and their families who are affected by more than one savings proposal. This will need to be managed sensitively and on a case by case basis

### **Expansion of Telecare and Lifeline Services**

There are currently about 3000 people receiving assistive technology through adult social care with almost half of these having all their needs met by the assistive technology and require no other services.

Virtual Assessments during the COVID-19 period in Care Homes, GP Surgeries and in Hospitals have demonstrated that it is not always necessary to make a visit in person.

Expanding the service will have a positive impact on individuals by transforming how assistive technologies are used which will allow them to live their lives as independently as possible. The cost of some technology (i.e. tablets and voice-recognition devices) has reached a level where if the user does not already own the technology it can be relatively low cost to provide products that help to support people in their own home. The roll out of the Councils new fibre network presents an opportunity to provide the broadband for these devices as well.

The assistive technology service is already trialling new technologies which are working well, including:

- MySense – an activity monitoring system (being piloted with UHNM)
- YOURMeds – a medication reminder/compliance system using a ‘smart’ blister pack and an attached alarm.

Amazon is working with Hampshire County Council and PA Consulting and has been piloting a range of new Amazon Echo devices and add-ons that can help their residents. Stoke-on-Trent Adult Social Care have worked with the CCG to roll out similar technology to Stoke residents and to care homes.

**If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.**

It is not expected that the proposal will impact negatively on people with differing characteristics; the aim is to improve outcomes by focussing on the outcomes that are important to the individual, which will improve health & wellbeing and quality of life.



Individual assessments and reviews will be undertaken to ensure their needs continue to be fully met.

The EIA will be revisited during the planning period to ensure there are no further disproportionate impact.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	The proposed services are open to all eligible individuals. An individual's age will not prevent somebody from accessing this service/s.
Disability		✓		These proposals are transforming the conversations we have with individuals about their strengths rather than their weaknesses. This will positively impact the service being delivered to the individual.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	The proposed services are open to all eligible individuals. An individual's religion or beliefs will not prevent somebody from accessing this service/s.
Race/Ethnicity			✓	The proposed services are open to all eligible individuals. An individual's ethnicity will not prevent somebody from accessing this service/s.
Religion or belief			✓	The proposed services are open to all eligible individuals. An individual's religion or beliefs will not prevent somebody from accessing this service/s.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	The proposed services are open to all eligible individuals. An individual's sexual orientation will not prevent somebody from accessing this service/s.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

The local authority has a duty to support all individuals that meet the statutory criteria for assistance with social care needs. No specific group will be disadvantaged by the proposals. Those individuals that meet the relevant criteria will be able to access the range of support available.

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

A project team needs to be in place with a project plan to ensure that risks are escalated, issues resolved quickly and the right representatives are involved to ensure no duplication.

- Scope out worker capacity to establish realistic targets and timescales for completion
- Potentially consider the creation of a temporary 'review team' to focus directly on this project
- If following a review, a service user requires an increase in their care hours, the social worker is still to consider alternative options for provision to meet the identified needs
- Look at enablement-based approaches to prevent packages from increasing further and to support individuals to remain more independent
- Clear communication to affected service users and families if any changes are required

There is a potential accumulative risk to individuals and their families who are affected by more than one savings proposal. This will need to be managed sensitively and on a case by case basis

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS08-2324 - Transformation of Learning Disability and Mental Health
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Learning Disabilities and Mental Health
<b>Date Completed</b>	12/10/2022
<b>Lead Officer</b>	Amanda Allcock

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

The review of the Funded Nursing Care (FNC) element of existing funded packages of care.

The review of 'high cost' placements, this will encompass different elements of service provision that have seen the rising cost of service provision.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

To ensure that people have the recourse to the correct funding, that packages of support are at the correct level to optimise independence, ensure enablement potential, and the right service is used to meet need at the right time.

Dependent on acceptance of ICB to fund their legal obligation to FNC.

Disagreement by providers, individuals, carers or other professionals in determination of a changes service/outcome to meet needs.

#### Who is intended to benefit from this proposal, how and why?

The individual. It is important for the individual to have recourse to health funding if this is their assessed need. The benefit of having the right level of support with the right provider and environment to maximise independence.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

No specific impact to people with protected characteristics.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	FNC would not have an impact, the individual will not see any change/impact from this activity. Funding of existing service will be the only change.
Disability		✓		To optimise independence.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	Proposal not gender specific
Race/Ethnicity			✓	Proposal specific to impact on basis of race/ethnicity
Religion or belief			✓	Not specific
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	Not specific

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No

## Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS09-2324(a) – Increase charges associated to adult service users' meals at Waterside and Duke Street day services
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Provider Services
<b>Date Completed</b>	09/12/22
<b>Lead Officer</b>	Ian Clarke

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

The proposal is to consult on an increase in fees and charges associated to meals provided for adults with learning disabilities who access internal day opportunities at Waterside and Duke Street.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

To increase fees and charges in line with inflation to reflect the cost of service delivery.

#### Who is intended to benefit from this proposal, how and why?

By ensuring services are financially viable, adults using the service will benefit as services providing support will become sustainable.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Consultation will take place regarding the proposal and the EIA will be updated accordingly. 86 adults with a learning disability will be affected should the proposal be approved.

#### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the

appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	The proposal has a neutral impact as it does not impact on a specific age group.
Disability	✓			People with learning disabilities attending Waterside and Duke Street who pay for a meal will be negatively impacted although the impact will be minimal with a maximum financial impact of £1.90 per week
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	The proposal has a neutral impact as it does not impact on a specific gender.
Race/Ethnicity			✓	The proposal has a neutral impact as it does not impact on a specific group in relation to race or ethnicity.
Religion or belief			✓	The proposal has a neutral impact as it does not impact on a specific group in relation to religion or belief.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	The proposal has a neutral impact as it does not impact on a specific sexual orientation.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

The proposal to increase charges related to meals at Waterside and Duke Street day services is required in line with inflation to ensure services remain sustainable and in reflection to the increased cost of running those services. The proposed increase is minimal and individual circumstances will always be considered.

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

The EIA will be reviewed following feedback during the consultation and updated if required.

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.



## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS09-2324(b) - Increase in home care rates
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Integrated Commissioning and Partnerships
<b>Date Completed</b>	12/12/2022
<b>Lead Officer</b>	Richard Skellern

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

In order to achieve a sustainable and equitable home care market it is necessary to increase the minimum rate paid for home care from £16.72 per hour to £20.00 per hour. Individual providers charge varying rates based on their tender submission and therefore the impact of any increases will vary depending on the prices charged by the individual provider.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Increasing the amount we pay for commissioned home care will help to stabilise a struggling market, helping providers to improve pay and conditions for care workers, increasing recruitment and retention rates and providing increased sustainability. Supporting the market in this way will help ensure adequate, high quality provision and increased capacity to support people to remain independent in their own homes for longer and facilitating more timely discharge from hospital back to their own home.

Providers' inability to recruit due to competing salaries within other sectors or the economy and a lack of financial viability for businesses could result in workforce or providers exiting the sector resulting in a lack of home care to keep people safe and well in their own homes, stifling flow through the hospital and increased likelihood of residents moving to more costly residential care prematurely.

#### Who is intended to benefit from this proposal, how and why?

Users of home care provision will benefit through the availability of high quality home care; patients will have more timely discharge from hospital back to their own homes where they have care and support needs; residents will be able to remain in their own home and maintain their independence for longer; there will be increase choice for people requiring care in their own home; flow through the health and social care system will be smoother and more timely with patients not spending more time in necessary in hospital; and more sustainable environment for local care providers.

## Assessment of Impact

### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

There are currently over 12,700 hours of home care to over 970 individuals in total. Of these, over 820 are aged 65 and over and approximately two thirds of these are female. Around 150 individuals are working age and there is approximately a 50/50 split between male and female. Over 220 (approximately 22%) individuals are in receipt of dual care packages.

There are 37 external providers operating in the city.

This increase will require those who have been financially assessed as being able to fund their own care (self-funders) and those who contribute to the cost of their care seeing an increase in what they will pay/contribute up to the new minimum fee of £20.00 per hour.

### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age	✓			Approximately 85% of people in receipt of home care are aged 65 and over. Those that will be impacted though are those that do not meet eligibility for financial assistance.
Disability	✓			People with a disability are more likely to have care and support needs which are likely to be met at home via home care. Those that will be impacted though are those that do not meet eligibility for financial assistance.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	No impact.
Race/Ethnicity			✓	No impact.

Religion or belief			✓	No impact.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	No impact.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

Financial assessments would take place to ensure those contributing to the cost of their care or self-funders accurately meet the criteria to fund/contribute to their care. The rates the local authority commission at, including this proposed increase, are still lower than the market rates for private arrangements. The proposed increase in the hourly rate for home care is in line with our neighbouring authority. Where there is an increase in contribution/cost to an individual it is proposed to implement the increase in an incremental manner. Individuals will be offered a fresh financial or Care Act assessment where necessary.

## Follow-up Equality Impact Assessment

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

All people in receipt of home care will go through financial assessment to ensure eligibility for financial contributions. Those with capital above £23,250 are required to pay for their care in line with legislation and the local authority should not be subsidising. Accessing care via the local authority still provides lower rates than private arrangements with providers. The vast majority of service users will see no or very little impact.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS10-2324 - Review of Hillcrest facility
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Provider Services
<b>Date Completed</b>	12/10/22
<b>Lead Officer</b>	Ian Clarke

## Identifying the aims of the proposal

### What is the main purpose and scope of the proposal?

To review Hillcrest facility - recovery and resettlement services for adult experiencing mental health issues

### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

To move from a residential model to an outreach approach, supporting people with mental health issues in their own homes and in the community. Some individuals may require ongoing residential care and we will identify more suitable, modern provision to meet their needs.

### Who is intended to benefit from this proposal, how and why?

Individuals in receipt of the service will be offered a more enabling, modern approach through a community-based model in their own dwelling.

## Assessment of Impact

### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

None completed to date but will be required should the business case be approved and taken forward.

### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Uptake for bed based services at Hillcrest has been low since July 2020 and more adults experiencing poor mental health have requested/needed support in their own home.

Further consultation will take place to ensure that adults are not negatively impacted prior to implementation.

**Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended negative impact on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any**

particular group this should be recorded as a positive impact and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as neutral impact. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age	✓			Younger adults (under 65) with mental health issues may be negatively impacted by the loss of resource from the Hillcrest team.
Disability	✓			Reducing capacity in services for adults with mental health issues will have a negative impact if alternative services cannot be put in place to meet demand.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	Proposals will not positively or negatively impact on this characteristic
Race/Ethnicity			✓	Proposals will not positively or negatively impact on this characteristic
Religion or belief			✓	Proposals will not positively or negatively impact on this characteristic
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	Proposals will not positively or negatively impact on this characteristic

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No

## Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

Younger adults with mental health issues may be negatively impacted, but resource will not be lost completely, it will be delivered through an outreach approach rather than a traditional residential model. Alternative cost effective solutions that meet need will be required to mitigate loss in resource.

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

Yes

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS11-2324 - To phase out the Maintenance and Insurance Schedule for servicing and repairing stairlifts out of warranty (excluding Children's).
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Aid and Adaptations
<b>Date Completed</b>	08/11/2022
<b>Lead Officer</b>	Liz Fox

## Identifying the aims of the proposal

### What is the main purpose and scope of the proposal?

To find savings by phasing out the cost of maintaining people's stairlifts (provided through a Disabled Facilities Grant (DFG)) once the equipment is out of warranty. There are currently 383 people on the M&I schedule where the stairlift is maintained after the 5-year warranty has expired. The City Council currently arranges and pays for this service and the proposal would require the individual to arrange for this privately. There are a further 197 people who currently have a stairlift under warranty, as they approach the end of their 5 year warranty we would approach those people to request that they maintain their own equipment.

### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Recognising the levels of deprivation in the City, the proposal is that once a stairlift has been provided through the Disabled Facilities Grant, a five-year warranty is still purchased for the individual by the City Council. The company supplying the lift will continue to service the lift and provide a 24-hour 365 day call out service during that warranty period. Once that warranty ends, then the council no longer adds the person to the M&I schedule. As the equipment belongs to the client, it then becomes his/her responsibility to maintain.

### Who is intended to benefit from this proposal, how and why?

The client already benefits through the DFG and additional five-year warranty. By phasing out the M&I, the council will make a saving to its revenue budget.

## Assessment of Impact

### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

No consultations carried out to date. Benchmarking against other local authorities has highlighted that other councils included Staffordshire County Council no longer offer a maintenance and insurance service.

**If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.**

As equipment is provided through a DFG, the equipment is owned by the customer, not the council and an initial warranty period is funded via the City Council. Therefore, it makes sense for the customer to take responsibility for the equipment. As part of the corporate consultation feedback on the proposal will be sought and taken into consideration before final approval of the proposal.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age	✓			Children are excluded from the proposal therefore there is a negative impact on adults requiring a stairlift.
Disability	✓			The removal of the maintenance and insurance of stairlifts will have a negative impact on individuals requiring a stairlift to meet individual need.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	N/A
Race/Ethnicity			✓	N/A
Religion or belief			✓	N/A
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	N/A



**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

Those with a disability and subject to a low income may be negatively impacted by the proposal.

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

An initial 5 yr warranty will be provided, those currently in receipt of a M & I service will be spoken with to understand their individual circumstances.

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

Yes

**If a follow-up EIA is not required, explain why:**

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS12-2324 - Maximisation of Homelessness Prevention Grant
<b>Directorate and Service Area</b>	Housing, Development and Growth / Homelessness
<b>Date Completed</b>	24/10/22
<b>Lead Officer</b>	Tomos Jones

## Identifying the aims of the proposal

### What is the main purpose and scope of the proposal?

To transfer appropriate costs from the General Fund to the Homelessness Prevention Grant.

Ending the Furniture Provision scheme – saving of circa £40,000. This is a well-used scheme but not a statutory duty included in the homelessness legislation.

Ending the funding for BEAM to save £34,200 in order to meet the costs of the Homelessness Prevention Fund (General Fund) projects transferring to the Homelessness Prevention Grant. This is overall a positive scheme but costly despite the crowd funded element. We may seek to fund some of these (e.g. BEAM) from other sources e.g. Rough Sleeper Initiative should the opportunity arise.

### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Reprofiling of the budgets to transfer costs to the Homelessness Prevention Grant. This Grant is provided by central Government on an annual basis and is therefore subject to the allocation granted. There is a risk that this grant is withdrawn or reduced by central Government which would result in these outcomes not being delivered.

### Who is intended to benefit from this proposal, how and why?

Homeless households, particularly migrants, young people and those accessing the private rented sector will benefit from the maintenance of key services.

## Assessment of Impact

### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Homelessness and Rough Sleeping Strategy 2020-2023

Contract monitoring data

Homeless case information.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	The proposals maintain services for young people. There is no evidence that the furniture provision is accessed by any particular age group which would be detrimentally affected by its withdrawal.
Disability			✓	There is no evidence that the furniture provision is accessed by any particular disabled group which would be detrimentally affected by its withdrawal.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	There is no evidence that the furniture provision is accessed by any particular gender group which would be detrimentally affected by its withdrawal.
Race/Ethnicity			✓	There is no evidence that the furniture provision is accessed by any particular ethnicity group which would be detrimentally affected by its withdrawal. The maintenance of the migration service through the Homelessness Prevention Grant will have a positive impact on homeless households moving to the city from key areas.
Religion or belief			✓	There is no evidence that the furniture provision is accessed by any particular religious group which would be detrimentally affected by its withdrawal.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	There is no evidence that the furniture provision is accessed by any particular sexual orientation group which would be detrimentally affected by its withdrawal.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

Households affected by or vulnerable to homelessness will be affected by the proposals, specifically the withdrawal of the furniture provision and the BEAM service.

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

The majority of the proposals will not result in any impact for vulnerable groups as they relate to a change in funding stream. The withdrawal of the BEAM service will affect a very small number of people who have experienced rough sleeping. The withdrawal of the furniture support service will lead to an impact for households affected by homelessness, however the proposals relate solely to the provision of free furniture to these households and do not affect wider provision by charity able and voluntary organisations for low costs furniture.

Alternative funding streams may be identified for the BEAM service – dependent on the allocations of certain grants.

Alternative affordable furniture provision is provided by third sector agencies and this provision will not be affected by these proposals – the impact is therefore mitigated.

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any significant impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	VS13-2324 - Housing Related Support (Rough Sleeping Initiative Grant)
<b>Directorate and Service Area</b>	Housing, Development and Growth / Homelessness
<b>Date Completed</b>	18/11/22
<b>Lead Officer</b>	Tomos Jones

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

To deliver savings of £200,000 against the General Fund (Housing Related Support) budget from 2023/24 by reducing the single homelessness support contract, Destination Home, delivered by Concrete, and replacing it with the equivalent amount from the Rough Sleeping Initiative Grant.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Reprofiling of the budgets to transfer costs to the Rough Sleeping Initiative Grant. Previously this grant has been awarded on an annual basis following a bidding process, however, in 2022/23 the Council bid for and was awarded indicative 3 year funding of £953,371.95 in 2022/23, £822,367.00 for 2023/24 and £617,988.00 in 2024/25, subject to an annual agreement by DLUHC. It is proposed to reconfigure services proposed for 2023/24 to allow an element of the Destination Home contract to be redirected from single homeless households to supporting individuals who are sleeping rough or at risk of doing so. This will reduce outcomes for single households not at risk of sleeping rough, potentially increasing temporary accommodation costs, particularly B&B as pathways into supported accommodation will be reduced for that cohort. Rough Sleeping schemes must be agreed by DLUHC so there remains a risk this proposal will not be supported resulting in a £200,000 loss to the Destination Home contract which may make it unviable. The RSI funding is due to decrease significantly in 2024/25 so it may be necessary to end the service at that point.

#### Who is intended to benefit from this proposal, how and why?

Destination home provides supported accommodation for single homeless people, mainly aged between 18 and 45, including care leavers, who disproportionately experience issues with previous trauma, physical and mental health issues, substance misuse and offending behaviours.

## Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Homelessness and Rough Sleeping Strategy 2020-2023

Contract monitoring data

Homeless case information

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age	✓			Single person households account for well over 50% of all homelessness duties accepted by the City Council and more than 75% are aged between 18 and 44. Whilst, this is also true for individuals that sleep rough, their additional needs and complexity mean that fewer individuals are likely to be supported resulting in an overall negative impact.
Disability	✓			Homeless households experience disproportionately higher levels of physical and mental ill health so reducing funding in this area will have a negative impact on overall support for people with disabilities.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	There is no evidence to suggest this proposal will any adverse impacts on this group.
Race/Ethnicity			✓	There is no evidence to suggest this proposal will any adverse impacts on this group.

Religion or belief			✓	There is no evidence to suggest this proposal will any adverse impacts on this group.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	There is no evidence to suggest this proposal will any adverse impacts on this group.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

Households affected by, or vulnerable to, homelessness will be affected by the proposals.

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

The Council will continue to fulfil its statutory homelessness services and deliver a range of homelessness prevention services. The service has recently introduced Advice Aid, a self-help tool for those threatened with homelessness with the aim of reducing the number of households approaching the service at crisis point which may, in the longer term, reduce the demand for these services.

## Follow-up Equality Impact Assessment

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the overall impact of the proposal as neutral and it will not have any significant impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	PS01-2324 - Special Educational Needs (SEN) Transport implementation of New Framework
<b>Directorate and Service Area</b>	Children and Families / SEND
<b>Date Completed</b>	12/10/22
<b>Lead Officer</b>	Natalie Williams

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

Benchmarking has advised Stoke-on-Trent City Council pays higher than the national average for transporting children with special educational needs (SEN) to School. There is lack of competition for routes from taxi firms, no in-house provision for high cost routes and sometimes lack of value for money on the routes used. New framework to be implemented from September 2023 will address these issues and generate income from post 16 children.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Improved value for money from existing routes, healthy competition in the market so parents can have choice and flexibility. The Council to potentially have a fleet to provide some difficult to attain routes which can stop exorbitant pricing.

#### Who is intended to benefit from this proposal, how and why?

Parents and children, from providing choice.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Consultation on the new framework has been led through PEGIS.

#### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Children with SEN needs up to age 19.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from



any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age		✓		Children will be disproportionately affected but with improved service.
Disability		✓		Children with SEN should receive an improved service.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	N/A
Race/Ethnicity			✓	N/A
Religion or belief			✓	N/A
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	N/A

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## Follow-up Equality Impact Assessment

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as overall neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	PS02-2324 - Traded Services Review
<b>Directorate and Service Area</b>	Children and Families / Traded Services
<b>Date Completed</b>	12/10/22
<b>Lead Officer</b>	Paul Gerrard

## Identifying the aims of the proposal

### What is the main purpose and scope of the proposal?

Review of children services based traded services to ascertain if costs are being recovered and consider alternative delivery methods which may be more financially viable.

### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

To carry out an in-depth analysis of the traded services in operation, to ascertain if all costs are being recovered and if there are alternative options for delivery which would be more cost effective and financially viable.

### Who is intended to benefit from this proposal, how and why?

None

## Assessment of Impact

### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Full review to be undertaken.

### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Children who access some traded services.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain

which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	N/A
Disability			✓	N/A
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	N/A
Race/Ethnicity			✓	N/A
Religion or belief			✓	N/A
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	N/A

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## Follow-up Equality Impact Assessment

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as overall neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	PS03-2324 – Sports and Leisure Staffing Restructure
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Health & Leisure
<b>Date Completed</b>	04/10/22
<b>Lead Officer</b>	Alistair Fisher

## Identifying the aims of the proposal

### What is the main purpose and scope of the proposal?

Reduction in the net operating costs of Leisure sites to bring this in line with current levels of demand. This will be achieved primarily through a reduction in staffing costs which will ensure the service offer more closely matches with current levels of demand, and subsequently income. There are a number of elements to this proposal

- A restructure of leisure services leadership which will result in dedicated senior level leadership capacity to support the service in adopting a stronger commercial approach
- The restructure of Fenton Manor staffing to more closely match with demand
- A reduction in Fitness Leader capacity at Dimensions, in response to current demand
- A reduction of specific apprentice posts, with the service seeking other ways to offer apprenticeship opportunities across the service

### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Intended outcomes are a net savings to the City Council via streamlining of service delivery and reduction in FTEs, alongside strengthened leadership to support the service to achieve longer term sustainability. With regard to the Leisure Leadership restructure, Leisure will look to appoint a candidate with the necessary skills to drive the business forwards, thus having a positive effect on the City's residents. We may however lose some capacity to support local sports clubs and dedicated time to event management.

The duties currently undertaken by the Swimming Development Coordinator will be reassigned to the Operations Managers and the Duty Manager team. Reductions in other areas may mean that the pool sessions at Fenton Manor have a reduced capacity although this is likely to more closely match overall levels of demand, which will be monitored on an ongoing basis. Management will implement new ways of working to ensure service delivery is maintained and Fitness Leaders will be offered management support together with increased utilisation of technology across the service.

The City Council is committed to supporting the Apprenticeship Programme hence the loss of two posts will be mitigated by the service seeking other opportunities to support apprenticeships across the service.

## Who is intended to benefit from this proposal, how and why?

A new business model for the service going forward will be facilitated by the establishment of a dedicated Strategic Manager, thus supporting its longer-term sustainability. In addition, provision will more closely match with current levels of demand, thus ensuring a greater focus for the service on those areas where demand is greatest. This will also ensure that the service is able to maintain standards.

## Assessment of Impact

### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

In general, there is no evidence to suggest that one particular group with protected characteristics will be adversely affected. The removal of apprenticeship posts is likely to affect younger age groups although the service is seeking other opportunities to support apprenticeships across the service.

### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Leisure services offer a wide range of services and alternative days/times are available to customers.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available.
Disability			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available.
Race/Ethnicity			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available.

<b>Religion or belief</b>			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available.
<b>Sexual Orientation (including issues relating to marriage and civil partnerships)</b>			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.



## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	PS04-2324 - Review of Sexual Health Contract to deliver efficiencies
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Public Health
<b>Date Completed</b>	18/11/22
<b>Lead Officer</b>	Sarah Favell

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

Proposal would involve approaching the sexual health services provider to discuss potential options for remodelled service delivery if the contract value reduced by £150,000. Options include the service absorbing some activity that sits outside the current contract, or an actual reduction in provision.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

A review would ensure that spend on our mandated sexual health service is focussed on outcomes whilst delivering value for money, with any proposed change ensuring that quick and easy access to provision is prioritised.

#### Who is intended to benefit from this proposal, how and why?

There are unlikely to be direct beneficiaries of this proposal however this review will contribute to wider activity to ensure the public health grant is invested in the most appropriate way to maximise outcomes.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

A report by the Local Government Association in November 2022 notes that in the context of significant increases in some sexually transmitted infections (particularly noting older adults and men who have sex with men), the continued spread of antibiotic-resistant sexual infection,

challenges accessing contraception and the evolving spread of Monkeypox, it is more important than ever to ensure that sexual health is prioritised and appropriately funded.

**If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.**

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	Teenage conceptions in the city have reduced but are still higher than the England average and nationally there has been a rise in STIs in over 65s. Therefore, the review must ensure equitable access and appropriate provision for all age groups.
Disability			✓	The current service is accessible to all.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	The nature of sexual health service delivery supports access for those from all genders and pregnant service users.
Race/Ethnicity			✓	The current service is accessible to all.
Religion or belief			✓	The current service is accessible to all.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	The current service is accessible to all.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

Yes

**If a follow-up EIA is not required, explain why:**



## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	PS05-2324(a) – Sports and Leisure Operational Review - Targeted reduction in opening hours
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Public Health, Health and Leisure
<b>Date Completed</b>	04/10/2022
<b>Lead Officer</b>	Alistair Fisher

## Identifying the aims of the proposal

### What is the main purpose and scope of the proposal?

The purpose of the proposal is to reduce the net operating costs of three of the City's Leisure sites in response to a reduction in demand which has caused a corresponding reduction in income. The proposal is to achieve a balance between income and costs whilst ensuring provision is available for service users during key periods. This will be achieved through a reduction in staffing costs where the direct income is low in comparison to direct costs. There are two elements to the proposal:

#### 1) Permanent reduction in opening hours to services as follows:

- Fenton Manor early closing of pool only, Fridays 15.15 – 21.40. Saving £12,200 (0.44 FTE reduction in Dry Rec Assistant).
- Wallace Centre closure of whole site Fridays, 19.00 – 21.00. Saving £2,800 (0.1FTE reduction in Dry Rec Assistant).

At both Fenton Manor and the Wallace Centre, the direct staffing costs outweigh the income at the times shown above. This difference represents the forecast savings shown above.

#### 2) Permanent Reduction in Café Bar Opening Hours as follows:

- Fenton Manor Monday – Friday closure term time only. Net Saving £28,000 i.e. staff costs less profit on sales. Staffing reduction is 1.88 FTE.
- Dimensions Monday – Friday early closure from 14.30 term time only. Net Saving £22,000 i.e. staff costs less profit on sales. Staffing reduction is 1.17FTE.

The café bars are relatively quiet Monday to Friday with exception of Dimensions 10.00 to 14.30 and therefore the direct staffing costs exceed the profit made on sales. This difference represents the forecast savings shown above.

### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The purpose of the proposal is to reduce the net operating costs of three of the City's Leisure sites to more closely match demand, thus ensuring their sustainability moving forward.

The above proposals will affect a limited number of guests who use the facilities at the times listed in the proposals hence we may receive complaints from some of these guests.

The proposal will put some staff at risk. It may have an impact on recruitment and retention particularly staffing during school holidays and when the café bars are busier. It may also be more challenging to retain / recruit staff to only work at the weekend as most staff currently work both in the week and weekends.

### Who is intended to benefit from this proposal, how and why?

There would be a net saving to the City Council which would enable the Council continue the operation of leisure sites by ensuring that costs more closely match with income.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

The booking sheets / attendance records identify who uses the pools and gyms at what times. This indicates that no specific groups are likely to be adversely affected. No services are being totally removed and alternatives are available at other times.

#### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	The proposal will not have any particular benefits or disadvantages because the existing and proposed services are available to all.
Disability			✓	The proposal will not have any particular benefits or disadvantages because the existing and proposed services are available to all.

<b>Gender (including sex, transgender and issues relating to pregnancy and maternity)</b>			✓	The proposal will not have any particular benefits or disadvantages because the existing and proposed services are available to all.
<b>Race/Ethnicity</b>			✓	The proposal will not have any particular benefits or disadvantages because the existing and proposed services are available to all.
<b>Religion or belief</b>			✓	The proposal will not have any particular benefits or disadvantages because the existing and proposed services are available to all.
<b>Sexual Orientation (including issues relating to marriage and civil partnerships)</b>			✓	The proposal will not have any particular benefits or disadvantages because the existing and proposed services are available to all.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

There is the option for the clubs to reschedule training / pool usage.

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	PS05-2324(b) – Sports and Leisure Operational Review General Expenditure Savings
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Public Health, Health and Leisure
<b>Date Completed</b>	04/10/2022
<b>Lead Officer</b>	Alistair Fisher

## Identifying the aims of the proposal

### What is the main purpose and scope of the proposal?

The main purpose of the proposal is to reduce the net operating cost of the Leisure sites to the City Council. This will be achieved through the cancellation of the Sky Subscription at Fenton Manor, the pausing of the subscription to Together Active and the cancellation of poorly attended group exercise classes, please see the below.

- 1) Cancellation of two subscriptions: **Estimated net saving £16k.**
- 2) Reduction in group exercise class programme i.e. reduction in instructor fees.  
**Estimated net saving £10k.**

### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The main purpose of the proposal is to reduce the net operating cost of the Leisure sites to the City Council.

No adverse reaction has been expressed from members regarding the removal of subscriptions.

The management team has built a strong relationship with other regional leisure providers and so they will still have dialogue with colleagues across the county to share ideas and experiences.

The classes that have been / will be cancelled were very poorly attended and careful programming has meant that there are alternatives available at other times.

### Who is intended to benefit from this proposal, how and why?

There would be a net saving to the City Council which would help the City to continue to operate its Leisure sites at a lower cost.

## Assessment of Impact

### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

The booking sheets / attendance records identify who uses our gyms and classes. The vast range of users indicates that no specific group will be adversely affected.

The proposal is very unlikely to adversely affect people with differing protected characteristics. Free view music channels have been provided and a digital radio for variation of music in the gyms and café bar. Health and Leisure will continue to provide a wide and diverse programme and all the group exercise classes that have or will be cancelled are very poorly attended. None of the classes identified for cancellation are aimed at a specific section of the population and all classes that are, such as chair based exercise, will be retained. There are other classes of a similar nature that are still available at alternative times within our centres.

### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available to all.
Disability			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available to all.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available to all.
Race/Ethnicity			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available to all.



<b>Religion or belief</b>			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available to all.
<b>Sexual Orientation (including issues relating to marriage and civil partnerships)</b>			✓	The proposal will not have any particular benefits or disadvantages because the existing services are available to all.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	PS05-2324(c) – Sports and Leisure Operational Review - Increase Pool Hire charges to Clubs
<b>Directorate and Service Area</b>	Adult Social Care, Health Integration and Wellbeing / Health & Leisure
<b>Date Completed</b>	04/10/22
<b>Lead Officer</b>	Alistair Fisher

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

To increase pool-hire charges to reflect increased overall costs in offering the service. Currently three key clubs use the City Councils Leisure Service pools. Pool hire charges to swimming clubs have traditionally been relatively low in Stoke on Trent, having been increased very little over the years with a small amount of activity currently offered at no charge and the new charges still represent good value for money, and remain competitive. The proposal is to:

- 1) increase the lane hire at Fenton Manor from £6 to £8 per lane per hour and to introduce a fee of £4 per lane per hour on the early morning swim sessions
- 2) increase the hire cost at New Horizons from £48.50 per hour to £64 per hour for the whole pool.

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The intended outcome is to ensure the City Councils swimming pools at Fenton Manor and New Horizons are able to continue to offer the service provided whilst bringing costs to the council and service users more in line whilst still offering good value for money. This is intended to protect the long-term sustainability of these services also ensuring all beneficiaries, including the clubs mentioned above, will have the facilities available to carry out their activities

#### Who is intended to benefit from this proposal, how and why?

Both the City Council and services users.

## Assessment of Impact

**List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics**

Consultation has taken place with neighbouring local authorities regarding swim club pricing and also recommendations from Swim England have been considered. There is potential for negative impact on younger age groups from the swimming clubs.

**If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.**

The City Council do not have access to the clubs' data bases of members but in general terms the ages of swimmers are below the age of 18 years old.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age	✓			Swim Club members are generally under 18 years old.
Disability			✓	Pool access isn't being cut and alternative times are available.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	Pool access isn't being cut and alternative times are available.
Race/Ethnicity			✓	Pool access isn't being cut and alternative times are available.
Religion or belief			✓	Pool access isn't being cut and alternative times are available.

Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	Pool access isn't being cut and alternative times are available.
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**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

There is the option for the clubs to reschedule training / pool usage.

## Follow-up Equality Impact Assessment

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	CMS01-2324 – Sale of composting material
<b>Directorate and Service Area</b>	Housing, Development and Growth / Waste Services
<b>Date Completed</b>	24/10/22
<b>Lead Officer</b>	Carol Gibbs

### Identifying the aims of the proposal

#### What is the main purpose and scope of the proposal?

To generate income through the sale of composting material at Hanford Waste Recycling Centre (HWRC)

#### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The generation of income which could be detracted by price

#### Who is intended to benefit from this proposal, how and why?

The city council through income as well as the residents of Stoke-on-Trent via cheaper compost.

### Assessment of Impact

#### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

None, this will have a positive impact as it provides the availability to purchase compost, if required at a reasonable cost to anyone.

#### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain

which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	
Disability			✓	
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	
Race/Ethnicity			✓	
Religion or belief			✓	
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## Follow-up Equality Impact Assessment

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as overall neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	CMS02-2324 – Streetlighting energy reduction measures  Further dimming of street lights, assets being switched off at agreed times where permitted by highway regulations.
<b>Directorate and Service Area</b>	Housing, Development and Growth / Streetlighting
<b>Date Completed</b>	23/11/22
<b>Lead Officer</b>	Ian Tamburello

## Identifying the aims of the proposal

### What is the main purpose and scope of the proposal?

Take a targeted and strategic approach to the illumination of streetlights and other illuminated assets. This could result in further dimming of street lights, assets being switched off at agreed times or converted into non-illuminated assets where permitted by highway regulations. The saving is based on agreement to reduce energy consumption by c.5%, however agreed. An approach and agreement will be agreed with elected members which will define the savings achievability.

### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Not being permitted to dim / turn off sufficient lights and increasing energy prices.

### Who is intended to benefit from this proposal, how and why?

City Council through reduced energy bills

## Assessment of Impact

### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

No local consultations have taken place, consideration of this will form part of the agreed strategy.

### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

All of the city's highway users will be affected. The potential impact will be assessed through local and geographic knowledge of the city and its make-up. Groups representing those with protected characteristics will be identified and feedback sought.



Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age	✓			Those with poorer eyesight may be affected by lower / no light levels.
Disability	✓			Those with poorer eyesight may be affected by lower / no light levels.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	It is not expected that that this group will benefit or be disadvantaged as a result of the proposal.
Race/Ethnicity			✓	It is not expected that that this group will benefit or be disadvantaged as a result of the proposal.
Religion or belief			✓	It is not expected that that this group will benefit or be disadvantaged as a result of the proposal.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	It is not expected that that this group will benefit or be disadvantaged as a result of the proposal.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

Because people travel, it is impossible to achieve the purpose without affecting people to a greater or lesser, the development of the strategy will consider this and include any necessary exemptions to minimise impacts where possible where there is a known concentration of affected persons. It is recognised that there are related duties for provision of a safe and accessible highway, public safety, crime and ASB reduction for which street lighting will also be a relevant consideration. Considerations will include exclusions and consultations.

- Potential Exclusions
  - major junctions or roundabouts
  - Town centre CCTV or lots of people at night
  - Alleyways linked to a street that is lit
  - on or near traffic islands, pedestrian crossings, footbridges and subways
  - on or near level crossings, traffic calmed areas (speed humps, build-outs etc) or traffic signals
  - Areas with greater crime levels after midnight
  - Areas with greater accident rates after midnight
  - where a water feature is present
  - Where separately funded (e.g. Safer Streets)
- Research and Consultation
  - Local statistics
  - Legislation
  - Other council policies and protocols
  - Ward councillor views and intelligence
  - Public views and intelligence
  - Stakeholder agency views and suggestions

Members will need to agree a governance and consultation process if the saving is approved.

## Follow-up Equality Impact Assessment

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

Yes

**If a follow-up EIA is not required, explain why:**

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	CMS03-2324 - Alternative funding and delivery of services within Libraries and Local Centres
<b>Directorate and Service Area</b>	Strategy and Resources / Customer Services and Communities
<b>Date Completed</b>	08/11/22
<b>Lead Officer</b>	Emily Bagnall

## Identifying the aims of the proposal

### What is the main purpose and scope of the proposal?

#### Libraries

The proposal is to secure sponsorship/alternative funding and to use volunteers or alternative delivery mechanisms for a small number of library services as detailed below:

- Library outreach services - The Little library van seek sponsorship. Income to cover cost of staff and running costs for van. The intention is to continue to provide these services, they will just be funded differently.
- Library Service Change - Remove the community library delivery van and driver post, replace with an alternative delivery method. Options for an alternative delivery model include alternative collection points as well as Libraries and explore VCS support to continue to offer the service to the 187 HomeLink customers. Engage with public health in relation to books on prescription. The intention is to continue the same level of service to the public but to resource it differently.
- Delivery of activities in Libraries - Remove 0.5 FTE vacant Librarian post. Create a new Apprentice post and use volunteers to support delivery of activities if successful in securing project funding. The offer around engagement activities will remain.
- Review of book fund by £30k - Reduce spend on content. We have started to remove all DVD/CD loans due to this being a local and national change in these items, this also has an impact of all content purchased which will see reductions where appropriate. This proposal will result in a change to the offer in that we will purchase fewer resources, albeit those that are less well used, by reducing the book fund by a small amount in relation to the overall budget for this part of the service.

#### Local Centres

To realign the Local Centres, offer by creating one main Local Centre in the city by opening Stoke Local Centre five days a week, instead of the two days it is now, and delivering face to face customer support through Libraries in other towns, removing the existing separate Local Centres in Tunstall and Longton, currently each site is open 2 days a week and Stoke is the higher used site in terms of footfall.

## **What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?**

### **Libraries**

- The intention is to continue to provide services at the same level, but funded differently.
- Partly dependant on securing sponsorship/funding, successful recruitment of volunteers.
- HomeLink service subject to finding appropriate alternative solution.
- This proposal will result in purchasing stock items, albeit those that are less well used, reducing the book fund by a small amount in relation to the overall budget.

### **Local Centres**

- To support moving to one main local centre, based on footfall the best location would be Stoke and this would move to 5 days a week.
- To support as our Libraries are currently open across 6 locations and across 6 days a week across the locations, as per the site opening hours. This will provide customers and residents with access to more advice and guidance on a range of council services.
- The reduction in local centres may result in an increased number of phone calls, leading to additional pressure in the Contact Centre. This will need to be monitored to ensure it does not result in longer call waiting times but also offset by the transformation work to provide more digital access and support to residents, ensuring access to services when our customers need them.

## **Who is intended to benefit from this proposal, how and why?**

### **Libraries**

- Residents will continue to have access to six Libraries and a range of services throughout the city but with more efficient use of the resources available.

### **Local Centres**

- Residents will continue to have access to support and advice, but this will be provided through one main Local Centre and our libraries and the library service.

Residents will be encouraged to use on line methods of contacting the council where they can and there will be a variety of ways in which they can get support to do this.

## **Assessment of Impact**

### **List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics**

The approved Library Strategy, Customer Service Strategy and Digital Strategy set out the council's ambition to provide more services on line, support residents to be able to access them through a variety of avenues (e.g. libraries or family members if they don't have their own device) and to provide skills training for people who may not have the digital skills or confidence. Digital is becoming the norm for access to many services and the council will promote this method, maintaining some capacity for residents who really need face to face or telephone contact.

Footfall has dramatically reduced in local centres since Covid and since the sites has gone cashless and the enquires that are being presented at these locations could be supported via the advice and guidance and IT access provided by the library service. This is with the exception of Stoke Local Centre and the Civic Reception, where residents continue to arrive expecting the same service even on days when it is not open, therefore creating additional

demand for the Library. This proposal has considered the footfall which has resulted in Stoke being identified as the main Local Centre for the city.

**If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.**

**Local Centres** – The current footfall demands have been reviewed across all three current sites which operate over 2 days a week per site. We have also reviewed the days we are not open and the impact on other locations such as Stoke Library and the Civic Centre reception which shows an increase/pressure on the service on the days the Local Centre in Stoke is closed. By expanding the offer at the busiest location this will support the demands, whilst also maintaining advice and guidance across all 6 libraries.

**Libraries** – The reduction in the book fund is in line with current demands and we are able to commit to purchases that members are requesting. We have also tracked this spend and change

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	<p><b>Libraries</b> There will be no impact as the intention is to continue to provide services at the same level at six libraries across the city. The reduction in the book fund for all types of items will be reviewed and monitored in line with the changing habits of request types.</p> <p><b>Local Centres</b> There is no impact as services will be available in our 6 Libraries, on different days of the week, subject to the individual library hours, and Stoke Local Centre 5 days a week. Customers can still access services via phone 5 days a week and via online 24/7.</p>
Disability			✓	<p><b>Libraries</b> There will be no impact as the intention is to continue to provide services at the same level at six libraries across the city. The reduction in the book fund for all types of items will be reviewed and monitored in line with the changing habits of request types.</p> <p><b>Local Centres</b></p>

				There is no impact as services will be available in our 6 Libraries, on different days of the week, subject to the individual library hours, and Stoke Local Centre 5 days a week. Customers can still access services via phone 5 days a week and via online 24/7.
<b>Gender</b> (including sex, transgender and issues relating to pregnancy and maternity)			✓	<p><b>Libraries</b> There will be no impact as the intention is to continue to provide services at the same level at six libraries across the city. The reduction in the book fund for all types of items will be reviewed and monitored in line with the changing habits of request types.</p> <p><b>Local Centres</b> There is no impact as services will be available in our 6 Libraries, on different days of the week, subject to the individual library hours, and Stoke Local Centre 5 days a week. Customers can still access services via phone 5 days a week and via online 24/7.</p>
<b>Race/Ethnicity</b>			✓	<p><b>Libraries</b> There will be no impact as the intention is to continue to provide services at the same level at six libraries across the city. The reduction in the book fund for all types of items will be reviewed and monitored in line with the changing habits of request types.</p> <p><b>Local Centres</b> There is no impact as services will be available in our 6 Libraries, on different days of the week, subject to the individual library hours, and Stoke Local Centre 5 days a week. Customers can still access services via phone 5 days a week and via online 24/7.</p>
<b>Religion or belief</b>			✓	<p><b>Libraries</b> There will be no impact as the intention is to continue to provide services at the same level at six libraries across the city. The reduction in the book fund for all types of items will be reviewed and monitored in line with the changing habits of request types.</p> <p><b>Local Centres</b> There is no impact as services will be available in our 6 Libraries, on different</p>

				days of the week, subject to the individual library hours, and Stoke Local Centre 5 days a week. Customers can still access services via phone 5 days a week and via online 24/7.
<b>Sexual Orientation (including issues relating to marriage and civil partnerships)</b>			✓	<p><b>Libraries</b> There will be no impact as the intention is to continue to provide services at the same level at six libraries across the city. The reduction in the book fund for all types of items will be reviewed and monitored in line with the changing habits of request types.</p> <p><b>Local Centres</b> There is no impact as services will be available in our 6 Libraries, on different days of the week, subject to the individual library hours, and Stoke Local Centre 5 days a week. Customers can still access services via phone 5 days a week and via online 24/7.</p>

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

No

## Negative Impact

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

N/A

## Follow-up Equality Impact Assessment

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as overall neutral and it will not have any impact on services or service-users which could be assessed.

## Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

<b>Proposal being assessed</b>	CS01-2324 - Cessation of the Landlord Accreditation Scheme (North Staffs)
<b>Directorate and Service Area</b>	Housing Development and Growth / Private Sector Housing
<b>Date Completed</b>	11/11/22
<b>Lead Officer</b>	Zainul Pirmohamed

### Identifying the aims of the proposal

The aim of the proposal is to cease a discretionary service which is not economically viable. The Landlord Accreditation Scheme North Staffs' (The Scheme) membership fees do not cover the costs of delivering the service. The income is declining as number of members joining the scheme have declined from 500 in 2020 to 425 currently. The Private Sector Housing market has seen a number of new legislative changes which has led to some landlords leaving the market and others being reserved with what they spend their money on, especially at this challenging time.

### What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The cessation of the Scheme will result in the deletion of the Landlord Development Officer post as this post is wholly responsible for delivering The Scheme. This will contribute to General Fund savings.

There may be objections to this proposal. The Scheme is a good scheme and one which assist landlords operating across Stoke-on-Trent and Newcastle-under-Lyme.

Objections may be received from some members who are very engaged and use the Scheme to help them keep up to date with new and emerging legislation and to seek advice and help. Members will be able to use the Government's website and procure managing agents, lettings agents and various on-line channels to seek the advice currently provided by the service. In regards to advice for Council services, landlords will be able to call through to the Council's Contact Centre or submit an online request to seek a referral to the appropriate service.

The Scheme is delivered jointly with Newcastle Borough Council and has been in operation for 20 years, there may be objections from Newcastle BC to the cessation of the scheme.

However, the Scheme is not viable, the costs of delivery are significantly higher than the income it generates.



## Who is intended to benefit from this proposal, how and why?

The public will benefit as the deletion of a discretionary service will assist in the continuation of statutory services and will contribute to balancing the budget.

## Assessment of Impact

### List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

None available. We do not collect equality data from Members but we are aware from interactions that there are three members who would fall into the protected characteristic groups.

### If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

This proposal will not impact negatively on a particular group.

The residents housed by the members will be from diverse backgrounds and will not be disadvantaged as the vast majority are good landlords who look after their properties and manage them well. Any tenants who need help with housing conditions or management practices are able to report their concerns to the Council using the normal channels.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	This proposal will not affect any group differently from any other group.
Disability			✓	This proposal will not affect any group differently from any other group.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	This proposal will not affect any group differently from any other group.

<b>Race/Ethnicity</b>			✓	This proposal will not affect any group differently from any other group.
<b>Religion or belief</b>			✓	This proposal will not affect any group differently from any other group.
<b>Sexual Orientation (including issues relating to marriage and civil partnerships)</b>			✓	This proposal will not affect any group differently from any other group.

**Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?**

## **Negative Impact**

**If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

No

## **Follow-up Equality Impact Assessment**

**Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?**

No

**If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as overall neutral and it will not have any impact on services or service-users which could be assessed.